

Volusia County Schools

Silver Sands Middle School



2015-16 School Improvement Plan

Silver Sands Middle School

1300 HERBERT ST, Port Orange, FL 32129

<http://myvolusiaschools.org/school/silversandsmiddle/pages/default.aspx>

School Demographics

School Type	2014-15 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 2)
Middle	No	59%

Alternative/ESE Center	Charter School	2015-16 Minority Rate (Reported as Non-white on Survey 2)
No	No	30%

School Grades History

Year	2014-15	2013-14	2012-13	2011-12
Grade	A*	B	A	A

**Preliminary Informational Baseline School Grade*

Note: The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

School Board Approval

This plan was approved by the Volusia County School Board on 11/10/2015.

SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridaCIMS.org>.

Table of Contents

Purpose and Outline of the SIP	4
Differentiated Accountability	5
Current School Status	8
8-Step Planning and Problem Solving Implementation	18
Goals Summary	18
Goals Detail	18
Action Plan for Improvement	20
Appendix 1: Implementation Timeline	22
Appendix 2: Professional Development and Technical Assistance Outlines	23
Professional Development Opportunities	24
Technical Assistance Items	25
Appendix 3: Budget to Support Goals	0

Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

Differentiated Accountability

Florida's Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

DA Regions

Florida's DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A, B or C with at least one F in the prior three years
- Focus – currently D
 - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
 - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
 - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
 - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-C with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

2015-16 DA Category and Statuses

DA Category	Region	RED
Not In DA	2	Wayne Green
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Silver Sands is committed to building individual character and achievement by linking learning to life through real world applications.

Provide the school's vision statement

Silver Sands Middle School follows the vision statement of Volusia County Schools: Through the individual commitment of all, our students will graduate with the knowledge, skills, and values necessary to be successful contributors to our democratic society.

School Environment

Describe the process by which the school learns about students' cultures and builds relationships between teachers and students

Camps Sands is a program designed to acquaint new students with our campus, the faculty, and one another. Teachers and student-leaders known as Web Leaders work through coordinated ice-breaking activities designed to learn about their students and establish a rapport.

Describe how the school creates an environment where students feel safe and respected before, during and after school

To promote positive behavior and build a school community based upon consistent safety and responsibilities, the school-based Behavior Leadership Team develops policies, procedures and expectations intended for all students and staff for a variety of settings across campus. Specific and longstanding initiatives include the constant list of classroom/students behaviors with a built-in pyramid of consequences (teacher reactions) known as the Warrior Code. School leadership, along with campus advisers and supplemented teachers, as well as, the expectation of teachers/staff to provide hall monitoring between all classes, establish effective monitoring of campus throughout the school day. Through this visibility and supervision, the students have access to adults on a constant basis.

Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced

Behavior Leadership Team policies, procedures and expectations are based upon behavioral data and are implicitly reinforced throughout the year. the membership of the BLT is inclusive of all areas (core instruction, administration, etc.). The Leadership Team works collaboratively with BLT and the principal to protect instructional time and monitor the instituted policies/procedures for fidelity as well as reflection for needed change, as well.

Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services

SSMS provides the following non-violence and anti-drug programs:
- Student mentoring program

- Crisis training Program
- Suicide prevention Program
- Bullying program
- Students Working Against Tobacco (SWAT)

All students are screened quarterly by the school counselors for behavioral and social-emotional issues through the electronic report card. Through the screening, the school is able to disaggregate data to determine if individual students, classrooms, teachers, grade levels or students would benefit from targeted interventions to address specific behavior and social-emotional areas. Student services personnel provide direct and indirect evidenced-based supports to students identified through the screening measure.

Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

Describe the school's early warning system and provide a list of the early warning indicators used in the system

Silver Sands Middle accesses the Early Warning Systems (EWS) quarterly. The EWS is a specialized report available to middle schools. the indicators are as follows:

-Attendance below 90%, regardless of whether absence is excused or due to out of school suspensions

-Year to date suspensions (at risk if 1 or more), which includes in-school and out-of-school suspension

-Level 1 score on the statewide, standardized assessment in ELA or Math

Pursuant to Florida Statute, any student who meets at least 2 of the aforementioned indicators is identified on the Early Warning System and parents notification is made, inviting them to a meeting at the school.

Provide the following data related to the school's early warning system

The number of students by grade level that exhibit each early warning indicator:

Indicator	Grade Level			Total
	6	7	8	
Attendance below 90 percent	25	29	34	88
One or more suspensions	26	28	30	84
Course failure in ELA or Math	0	0	0	
Level 1 on statewide assessment	74	86	53	213

The number of students identified by the system as exhibiting two or more early warning indicators:

Indicator	Grade Level			Total
	6	7	8	
Students exhibiting two or more indicators	70	90	77	237

Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system

The above data (b1) reflects the baseline number of students exhibiting 2 or more indicators as of Sept. 15, 2014 and will be updated quarterly within 5 days of the end of the 9 weeks.

The above data (b2) reflects the number of students exhibiting 3 or more indicators at the end of the

2013-2014 school year.

The Early Warning System report is used to determine school-wide trends which impact the academic performance of students. As a result, indicators that are elevated (e.g. attendance below 90%, patterns of discipline referrals, etc.) become the focus of school-wide intervention efforts. These areas are addressed through school leadership meetings and during Professional Learning Communities in which groups data are considered and evidence-based interventions are developed to address the areas of concern.

For indicators sensitive to behavioral issues (e.g. office discipline referrals and suspensions), interventions are provided directly and indirectly by the Student Services team and are aligned with tenets of Positive Behavioral Supports.

Regular review of the Early Warning Systems report enables the school team to determine if interventions are successful in addressing areas of concern. For students exhibiting difficulties beyond larger systemic issues being addressed by the school through the EWS, the student is referred to the school's Problem Solving Team (PST) and the parent is invited so that individual interventions can be developed and monitored.

Family and Community Involvement

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

Will the school use its PIP to satisfy this question?

No

PIP Link

The school completes a Parental Involvement Plan (PIP), which is available at the school site.

Description

Silver Sands Middle School will increase the number of informational meetings held for parents/guardians to support their understanding and use of Volusia Information Management Systems (VIMS) as a way to stay informed, as well as, increase the number of parents involved in our School Advisory Council.

Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement

The school builds and sustains with the local community by holding such events as alongside and in collaboration with:

Open House

Schedule Pick-Up

PTSA

Business Partners

Career Day

Registration

Camp Sands

Port Orange Family Days

Effective Leadership

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

School Leadership Team

Membership:

Name	Title
Roland, Rose	Principal
Flassig, Kevin	Assistant Principal
Cromer, Kristina	Instructional Media

Duties

Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making

The school-based MTSS leadership team identifies school based resources (both materials and personnel) to determine the continuum of academic and behavioral supports available to students at the individual school site. Academic and behavioral data are considered in order to determine priorities and functions of other existing teams (e.g., Problem Solving Teams, Behavior Leadership Teams, and Professional Learning Communities). The Problem Solving process (i.e., Problem Identification, Analysis of Problem, Intervention Implementation and Response to Intervention) is used as the way of work of all teams and not just for individual student concerns. Adherence to the Problem Solving process ensures that individual, class-wide, and school-wide issues are addressed systematically with data; that interventions (supports) are tiered to the targeted problems; and that a plan is in place to monitor progress.

Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact

The school improvement plan is data driven and focuses on areas of school-based need for both specific content areas as well as specific student populations. Similarly, MTSS is a data-driven framework that seeks to find solutions/resources matched in intensity to student need in academic and behavioral areas. The MTSS framework follows the district's four-step problem solving process, with RtI as an integral component of the process. As a result, the school improvement plan is based on a strategic analysis of data, and identified resources (as identified by the MTSS school based leadership team) are matched to the needs of the students/schools. Building the SIP within the context of MTSS results in the school determining the areas of most significant need and, as importantly, enables the school to develop a plan that can be addressed based on existing resources.

Title X- Homeless

The school works closely with Pam Woods, Title X Coordinator, to ensure that homeless students have the materials and resources they need to be successful.

Supplemental Academic Instruction (SAI)

The district provides remedial and supplemental instructional resources to students who fail to meet performance levels.

Violence Prevention Programs

Silver Sands offers the following non-violence and anti-drug programs:

- Student Mentoring Program
- Crisis Training Program
- Suicide Prevention Program
- Bullying Program

Nutrition Programs

Silver Sands offers a variety of nutrition programs including:

- Free and Reduced Meal Plan
- Nutrition and Wellness classes
- Running Club

Job Training

Silver Sands offers students' career awareness opportunities through Jr. Achievement programs, job shadowing opportunities, guest speakers from business and industry, and field trips to business and industry locations.

Silver Sands offers students career awareness opportunities through Career and Technical Education in the Agriculture, Business, Family and Consumer Science, and Technology career clusters.

Students are also offered the opportunity to develop leadership skills through Career and Technical Student Organizations such as FFA and FFEA.

School Advisory Council (SAC)

Membership:

Name	Stakeholder Group
Rose Roland	Principal
Kevin Flassig	Principal
Tonya Jackson	Teacher
Tiffany McCatharan	Education Support Employee
Gina Loyd	Parent
Stephanie Gracia	Business/Community
Jacqueline Quillen	Parent
Tammy Hibel	Parent
Kathleen Chiampou	Parent
Isa Perez	Parent
Maite Porter	Principal
Tim Carrigan	Teacher
Liz Paschal	Parent

Duties

Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes

Evaluation of last year's school improvement plan

In order to begin evaluating the effectiveness of last year's school improvement plan, our school leadership team met to engage in Step Zero. Our school leadership team then sought input by sharing Step Zero's results with the faculty as well as the School Advisory Council.

Development of this school improvement plan

During the course of the year, SAC members will work collaboratively with the principal to promote best practices for successful implementation of the School Improvement Plan goals.

Preparation of the school's annual budget and plan

The schools' annual budget and spending plan are shared for input and discussion during monthly SAC meetings.

Describe the use of school improvement funds allocated last year, including the amount budgeted for each project

When called upon to do so, SAC members will vote to approve the use of SAC funds as requested by the faculty/staff and principal. All the while, SAC will adhere to and practice under the agreed upon by-laws. Specific allocations are to be determined based on department needs in regards to the level of support during implementation of school-wide goal(s).

Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC

Yes

If the school is not in compliance, describe the measures being implemented to meet SAC requirements

Literacy Leadership Team (LLT)

Membership:

Name	Title
Cromer, Kristina	Instructional Media
Flassig, Kevin	Assistant Principal
Roland, Rose	Principal

Duties

Describe how the LLT promotes literacy within the school

The school based Literacy Leadership Team (LLT) identifies school based resources to determine the continuum of literacy supports available.

The school-wide literacy initiative, Linking Literacy to Life, promotes reading and writing as a school each week. Each department is responsible for providing the text that everyone in the school will interact and respond to. Additionally, PD has been provided on differentiation as well as close reading and writing strategies through the leadership and collaboration of the LLT.

Further means of literacy advocacy and promotion occurs through Professional Learning Communities, participation and sponsorship of the Volusia County's Secondary Literacy Fair, hosting a Scholastic book fair during Open House, and in-depth, logistical preparation of the School Improvement Plan.

Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction

Silver Sands encourages positive working relationships between teachers through common planning, Professional Learning Communities (PLC's), lesson studies, Linking Literacy to Life cross-curricular literacy initiative, and professional development based on the needs of SSMS's faculty.

Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school

Silver Sands Middle participates in the annual Volusia Schools job fair and instructional transfer fair in an effort to recruit highly qualified teachers. New teachers participate in the E3 program and are assigned a PAR evaluator who assists them throughout the year, ensuring they are on target with classroom management and lesson plan development. Administration offers leadership training

opportunities to staff looking to progress in their education career and support educational opportunities for said personnel.

Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities

Silver Sands Middle School participates in the E3 Program for teachers new to teaching or in-need of support for growth and development. Pairings are determined through the district coordinators and PAR teachers are assigned to those in-need.

Ambitious Instruction and Learning

Instructional Programs and Strategies

Instructional Programs

Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards

At the secondary level, the Volusia County schools district curriculum specialists leads teacher teams to create curriculum maps and resources for all grade levels and content areas aligned to the Florida Standards. Additionally, within these teacher teams, formative and summative assessments are aligned with each content area's standards to facilitate effective monitoring of student achievement. School leaders and teachers are provided professional development on the implementation of the curriculum maps, resources and assessments.

Instructional Strategies

Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments

At Silver Sands, common planning allows teachers to participate in weekly PLC's to regularly review formative and summative assessment data and continuously adjust their instruction accordingly. Assessment data is used to identify groups of students to receive targeted instruction during an intervention period known as Warrior Time. Within PLC's, teachers utilize curriculum maps and instructional calendars to create targeted instruction, especially for remediation purposes. When necessary, teachers make recommendations for students to be reviewed and assisted by the school's Problem-Solving Team (PST). Additionally, grade level meetings are held to review student data and address specific academic and behavioral concerns across the content areas.

Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:

Strategy: Extended School Day

Minutes added to school year: 11,520

The Media Center is open to students needing access to resources and technology for thirty minutes before the start of each school day.

Core Academic Subjects- Teachers from all subject areas offer lunchtime and/or before/after school tutoring at times determined by the individual teacher.

A twenty minutes remediation opportunity is offered daily and known as Warrior Time. During this time, students can engage in remediation for what they don't yet show proficiency or enrichment for what they've mastered.

PLC's meet weekly during common planning to collaborate on school-wide and/or individual student data trends, instructional practices/pacing and professional development efforts/focus.

Strategy Rationale

Strategy Purpose(s)

- Core Academic Instruction
- Teacher collaboration, planning and professional development

Person(s) responsible for monitoring implementation of the strategy

Roland, Rose , rroland@volusia.k12.us

Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy

Students, parents, teachers and administration should see an opportunity for extended instructional time that positively influences academic achievement, engagement and confidence measurable through classroom data and feedback opportunities. Two surveys for feedback are conducted each year, one by the Media Advisory Council and a second by the School Advisory Council.

Student Transition and Readiness

PreK-12 Transition

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another

Silver Sands Middle works with feeder elementary schools to assist incoming 6th grade students with the registration process, as well as to help students and parents become familiar with the new campus. We make available Web Leaders, exemplary 8th grade students, to give visiting 5th graders a tour of the school. A few months later, just prior to the start of the new school year, incoming 6th graders are invited back to tour the campus and engage in ice-breaker, trust-building activities with their soon-to-be peers.

In addition, we work with high schools in our feeder pattern to assist outgoing 8th grade students with their transition to high school. High school personnel from the same feeder schools visit our students and teachers to provide information about student academics and activities as well as the registration process for their particular programs of study.

College and Career Readiness

Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations

Silver Sands Middle offers students elective courses in art, business, technology, and career study. Many of these courses focus on job skills and offer students internships. Every year, after FCAT testing, students and parents participate in a course selection fair that exposes them to next year's curriculum to inform their course selection. After the course selection fair, students meet one-on-one with a counselor to decide what classes will be taken. Parents are invited to these meetings and final course selection is sent home for parent's signature.

Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs

Silver Sands Middle offers students elective courses in art, business, technology, and career study. Many of these courses focus on job skills and offer students internships. A daily focus of the school is for teachers and students to ask each other, "why are we learning this?" to ensure that instruction is always relevant. Teachers are also provided reading materials and "bell ringers" that are based on current events.

Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement

N/A

Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes

N/A

Needs Assessment

Problem Identification

Data to Support Problem Identification

Portfolio Selection

Portfolio selection is not required by the Florida Department of Education but is offered as a tool for needs assessment.

Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

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Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying “why” or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** If teachers engage students in higher order questioning and discussion techniques, then we will see a positive impact in student achievement.

Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

G1. If teachers engage students in higher order questioning and discussion techniques, then we will see a positive impact in student achievement. 1a

G068810

Targets Supported 1b

Indicator	Annual Target
FSA Mathematics - Achievement	50.0
FSA English Language Arts - Achievement	50.0
FCAT 2.0 Science Proficiency	65.0
Civics EOC Pass	45.0
Algebra I EOC Pass Rate	99.0

Resources Available to Support the Goal 2

- Professional Learning Communities
- Volusia Instructional Management Systems- Pinnacle/PGS
- Professional Development
- Daily remediation time known as Warrior Time
- Student Achievement Databases- Data Warehouse and Eduphoria
- Classroom Technology
- Monthly and weekly recognition programs, such as, Warrior of the Week and Faculty/Staff Member of the month
- Curricular Resources- textbooks, curriculum maps and instructional calendars

Targeted Barriers to Achieving the Goal 3

- There is a need to increase the focus and relevance of professional development as well as follow-up training that is focused on student engagement and questioning and discussion techniques.

Plan to Monitor Progress Toward G1. 8

Teachers and administrators can expect an increase in the responsibility students play in the classroom, as well as, an increase in confidence and ability to deepen the complexity of text-based questions and evidence-driven discourse/writing.

Person Responsible

Rose Roland

Schedule

Quarterly, from 9/16/2015 to 6/3/2016

Evidence of Completion

Common assessments, PLC Notes, DIA's, VLT scores, classroom discussions and/or debates.

Action Plan for Improvement

For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

Problem Solving Key

G = Goal **B** =
 Barrier **S** = Strategy

1 = Problem Solving Step  S123456 = Quick Key


G1. If teachers engage students in higher order questioning and discussion techniques, then we will see a positive impact in student achievement. **1**

 G068810

G1.B1 There is a need to increase the focus and relevance of professional development as well as follow-up training that is focused on student engagement and questioning and discussion techniques. **2**

 B178768

G1.B1.S1 The leadership team will collaborate and facilitate professional development by means of learning menus, which will offer breakout sessions which teachers choose from and which offer strategies specifically necessary to implement higher order questioning and discussion techniques in the content area. **4**

 S190162

Strategy Rationale

Professional development is a necessary and proven method for positively impacting a teacher's craft, and is more effective when teachers are given choice such as in a learning menu.

Action Step 1 **5**

Early release professional developments will be deployed through teacher leaders as well as curriculum and content specialists from Volusia County Schools on a learning menu platform and with a focus on skills purposed for student engagement as well as questioning and discussion.

Person Responsible

Rose Roland

Schedule

Monthly, from 9/10/2014 to 6/3/2015

Evidence of Completion

Professional Development Surveys as conducted through Survey Monkey Faculty meetings in order to debrief and share summary/reflection of breakout sessions PLC meeting minutes Pinnacle Walk-throughs Leadership team meeting minutes

Action Step 2 5

One Book One School will be implemented to as a school-wide effort to engage in a piece of literature which will then serve as the source for analysis, discussion and ultimately questioning as the students and faculty create questions based on the book for use in the district's competition, Battle of the Books.

During Warrior Time on Wednesdays, teachers will read aloud to students the designated passage from Tesla's Attic. As students and teachers read along, a reading journal and discussion questions will serve as the means to literary analysis of the piece, parts and entirety of the novel.

Person Responsible

Rose Roland

Schedule

Weekly, from 9/10/2014 to 6/3/2015

Evidence of Completion

Warrior Time Walk-throughs Student Reading Journals Questions of low, medium and higher order questions for use at the district competition, Battle of the Books.

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Administration will monitor for fidelity by visiting the breakout sessions provided on the learning menu or the whole group professional development meeting during ERPD.

Person Responsible

Rose Roland

Schedule

Monthly, from 9/10/2014 to 6/3/2015

Evidence of Completion

Sign in sheets from PD sessions

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

During One Book One School, administration will perform walk throughs of classrooms to ensure the novel is being read and students engaged in discussion and questioning as they interact with the reading journal, teacher, novel and peers.

Person Responsible

Rose Roland

Schedule

On 1/27/2016

Evidence of Completion

Student's completed reading journals PLC Notes with discussion notes of the implementation and effectiveness in the program

Plan to Monitor Effectiveness of Implementation of G1.B1.S1 7

Teachers and administrators can expect an increase in confidence and ability to deepen and/or raise the level of questioning and discussions occurring in all content areas.

Person Responsible

Rose Roland

Schedule

Quarterly, from 9/10/2014 to 6/3/2015

Evidence of Completion

Evidence can come from data of common assessments, classroom walk-throughs, PLC reflections and dialogue and student feedback.

Appendix 1: Implementation Timeline

Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S1.A1	Early release professional developments will be deployed through teacher leaders as well as curriculum and content specialists from Volusia County Schools on a learning menu platform and with a focus on skills purposed for student engagement as well as questioning and discussion.	Roland, Rose	9/10/2014	Professional Development Surveys as conducted through Survey Monkey Faculty meetings in order to debrief and share summary/reflection of breakout sessions PLC meeting minutes Pinnacle Walk-throughs Leadership team meeting minutes	6/3/2015 monthly
G1.B1.S1.A2	One Book One School will be implemented to as a school-wide effort to engage in a piece of literature which	Roland, Rose	9/10/2014	Warrior Time Walk-throughs Student Reading Journals Questions of low, medium and higher order questions for	6/3/2015 weekly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
	will then serve as the source for analysis, discussion and ultimately questioning as the students and faculty create questions based on the book for use in the district's competition, Battle of the Books. During Warrior Time on Wednesdays, teachers will read aloud to students the designated passage from Tesla's Attic. As students and teachers read along, a reading journal and discussion questions will serve as the means to literary analysis of the piece, parts and entirety of the novel.			use at the district competition, Battle of the Books.	
G1.MA1	Teachers and administrators can expect an increase in the responsibility students play in the classroom, as well as, an increase in confidence and ability to deepen the complexity of text-based questions and evidence-driven discourse/writing.	Roland, Rose	9/16/2015	Common assessments, PLC Notes, DIA's, VLT scores, classroom discussions and/or debates.	6/3/2016 quarterly
G1.B1.S1.MA1	Teachers and administrators can expect an increase in confidence and ability to deepen and/or raise the level of questioning and discussions occurring in all content areas.	Roland, Rose	9/10/2014	Evidence can come from data of common assessments, classroom walk-throughs, PLC reflections and dialogue and student feedback.	6/3/2015 quarterly
G1.B1.S1.MA1	Administration will monitor for fidelity by visiting the breakout sessions provided on the learning menu or the whole group professional development meeting during ERPD.	Roland, Rose	9/10/2014	Sign in sheets from PD sessions	6/3/2015 monthly
G1.B1.S1.MA3	During One Book One School, administration will perform walk throughs of classrooms to ensure the novel is being read and students engaged in discussion and questioning as they interact with the reading journal, teacher, novel and peers.	Roland, Rose	10/14/2015	Student's completed reading journals PLC Notes with discussion notes of the implementation and effectiveness in the program	1/27/2016 one-time

Appendix 2: Professional Development and Technical Assistance Outlines

Professional development opportunities and technical assistance items identified in the SIP as action steps to achieve the school's goals.

Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

G1. If teachers engage students in higher order questioning and discussion techniques, then we will see a positive impact in student achievement.

G1.B1 There is a need to increase the focus and relevance of professional development as well as follow-up training that is focused on student engagement and questioning and discussion techniques.

G1.B1.S1 The leadership team will collaborate and facilitate professional development by means of learning menus, which will offer breakout sessions which teachers choose from and which offer strategies specifically necessary to implement higher order questioning and discussion techniques in the content area.

PD Opportunity 1

Early release professional developments will be deployed through teacher leaders as well as curriculum and content specialists from Volusia County Schools on a learning menu platform and with a focus on skills purposed for student engagement as well as questioning and discussion.

Facilitator

School Leadership Team Administration

Participants

Faculty

Schedule

Monthly, from 9/10/2014 to 6/3/2015

Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

G1. If teachers engage students in higher order questioning and discussion techniques, then we will see a positive impact in student achievement.

G1.B1 There is a need to increase the focus and relevance of professional development as well as follow-up training that is focused on student engagement and questioning and discussion techniques.

G1.B1.S1 The leadership team will collaborate and facilitate professional development by means of learning menus, which will offer breakout sessions which teachers choose from and which offer strategies specifically necessary to implement higher order questioning and discussion techniques in the content area.

PD Opportunity 1

One Book One School will be implemented to as a school-wide effort to engage in a piece of literature which will then serve as the source for analysis, discussion and ultimately questioning as the students and faculty create questions based on the book for use in the district's competition, Battle of the Books. During Warrior Time on Wednesdays, teachers will read aloud to students the designated passage from Tesla's Attic. As students and teachers read along, a reading journal and discussion questions will serve as the means to literary analysis of the piece, parts and entirety of the novel.

Facilitator

Classroom teachers Administration

Participants

Students, Faculty

Schedule

Weekly, from 9/10/2014 to 6/3/2015

Budget

Budget Data			
1	G1.B1.S1.A1	Early release professional developments will be deployed through teacher leaders as well as curriculum and content specialists from Volusia County Schools on a learning menu platform and with a focus on skills purposed for student engagement as well as questioning and discussion.	\$0.00
2	G1.B1.S1.A2	One Book One School will be implemented to as a school-wide effort to engage in a piece of literature which will then serve as the source for analysis, discussion and ultimately questioning as the students and faculty create questions based on the book for use in the district's competition, Battle of the Books. During Warrior Time on Wednesdays, teachers will read aloud to students the designated passage from Tesla's Attic. As students and teachers	\$2,000.00

Budget Data

read along, a reading journal and discussion questions will serve as the means to literary analysis of the piece, parts and entirety of the novel.						
Function	Object	Budget Focus	Funding Source	FTE	2015-16	
		3431 - Silver Sands Middle School	School Improvement Funds		\$2,000.00	
<i>Notes: Notes</i>						
Total:					\$2,000.00	