

Orange County Public Schools

# Chain Of Lakes Middle



2017-18 Schoolwide Improvement Plan

## Chain Of Lakes Middle

8700 CONROY WINDERMERE RD, Orlando, FL 32835

<https://chainoflakesms.ocps.net/>

### School Demographics

School Type and Grades Served (per MSID File)	2016-17 Title I School	2016-17 Economically Disadvantaged (FRL) Rate (as reported on Survey 3)
Middle School 6-8	No	77%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	82%

### School Grades History

Year	2016-17	2015-16	2014-15	2013-14
Grade	B	C	B*	A

*\*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 is pending approval by the Orange County School Board.

### 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 that has a school grade of D or F.

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 (see page 4). For schools receiving a grade of A, B, or C, the district may opt to require a SIP using a template of its choosing.

This document was prepared by school and district leadership using the FDOE's school improvement planning web application located at <https://www.floridacims.org>.

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## 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 barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (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, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

### DA Regions

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

### DA Categories

At the start of each academic year, traditional schools are classified for DA support in two categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- **Not in DA** - A school with a current school grade of A, B, or C; charter schools; and ungraded schools.
- **Targeted Support and Improvement** - A school with a current school grade of an initial D.
- **Comprehensive Support and Improvement** - A school with a current school grade of F or two consecutive grades of D, or a high school with a graduation rate of 67 percent or less in the most recent data release.

### DA Turnaround Status

Additionally, Comprehensive Support and Improvement schools have a turnaround status of "Implementing," based on a school's grades history, including the current school grade:

- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

### 2017-18 DA Category and Statuses for Chain Of Lakes Middle

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	- N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

##### a. Provide the school's mission statement.

The mission of Chain of Lakes Middle School is to lead our students to success with the support and involvement of families and the community.

##### b. Provide the school's vision statement.

The vision of Chain of Lakes Middle School is to be the top producer of successful students in the nation.

#### 2. School Environment

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

There are numerous ways at Chain of Lakes Middle School for students and teachers to build relationships and support the culture at our school. Students have the opportunity to participate in the many clubs Chain of Lakes Middle School has to offer. Several examples of these clubs are: BETA, Ospreys that Care, Student Government, Science Olympiad, Art Club, FCA, Sunshine State Scholars Book Club and National Junior Honor Society. The Chain of Lakes Advancement Via Individual Determination Program Builds strong relationships between teachers and students as well as relationships with their high school mentors and tutors.

The Teacher-Student Mentorship Program is a program that encourages positive relationships between our teachers and students. These programs are an excellent way for students to learn skills, develop self-awareness and confidence, practice new behaviors and better understand how to deal with some of the issues life presents. We have found that when we work with students in groups, they gain support from others who are experiencing similar situations or have adjusted well after experiencing a related situation in the past. It is important that students feel they are valued and they belong.

The celebrations of Black History Month and Hispanic Heritage Month are critical in building a strong family environment at Chain of Lakes. The activities build awareness and appreciation of cultural differences while celebrating the unique contributions of each culture.

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

Chain of Lakes will continue to use the school-wide policies and procedures that have been in place to provide uniformity and consistency. The school-wide supervision plan includes greeting and monitoring students throughout the school day. The Student Code of Conduct is reviewed with students on a quarterly basis and our student support team meets weekly to discuss specific interventions and strategies that are used. In addition to reviewing the Student Code of Conduct, students will spend the last five minutes of their lunch time learning character education lessons that will enhance and encourage positive behavior on campus and in life.

Celebrating student success has been an ongoing activity at Chain of Lakes Middle School. "Double O" is a recognition program employed by faculty and staff to celebrate student success. The Outstanding Osprey (also known as "Double O") Award Program is an opportunity to recognize those

students who have demonstrated good citizenship, academic excellence, or any student that goes above and beyond what is asked of them in any area of campus life. "Double O" is celebrated four times during the school year in a formal setting with teachers, parents and Partners in Education. "Osprey Shines" is an award program recognizing students who perform unsolicited acts of kindness at school and in the community above and beyond what is generally expected. These students are recognized weekly on the school news and monthly during their lunch in front of their peers. They also receive an ice cream treat at the monthly recognition.

**c. 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.**

Chain of Lakes has implemented a school-wide policy and procedures platform on which student behavior and teacher expectations are based. This system has been devised by a team of administrators, teachers and parents in an effort to create structures in and out of the classroom for all students. This structure is to minimize classroom distractions to keep students engaged and to provide a reflective platform for students where they are encouraged to take responsibility for their behavior. During the 2017-18 school year, progress monitoring will be done quarterly using student discipline data to determine if SMART goals are being met; data will be compared with the 2015-16 and 2017-18 school year data to determine positive change and growth.

In a continuous effort to equip teachers with strategies they can use in their classrooms, professional development is provided during pre-planning. Administrative deans conduct training for teachers on Marzano Design Question 6, Establishing Rules and Procedures, and Design Question 7, Recognizing Adherence to Rules and Procedures. In an effort to continue supporting the Chain of Lakes Middle School faculty and staff, administration will provide professional development with the goal of equipping teachers with the tools to create vital and sustaining relationships with students. This will be facilitated by the administrative deans.

The Code of Student Conduct and School Policies and Procedures will be reviewed quarterly with each grade level to remain focused on academic and behavioral expectations for students. A committee meets regularly to monitor and adjust policies and procedures based on the needs of the school environment.

**d. 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.**

Students at Chain of Lakes Middle School have access to grade-level counselors. Students may set an appointment or be seen on an urgent basis. Concerns include, but are not limited to: academics, scheduling, college and career readiness, and personal, social, or emotional issues.

The Chain of Lakes mentoring program matches a screened adult (teacher or approved ADDitions volunteer) with the student in need. Students may enter this program at any time during the school year. Mentors meet with their students as needed or scheduled. The Mentoring program also offers mentor and mentee group functions. Chain of Lakes counselors offer outside counseling service referrals where providers see students and families for group or individual sessions.

### 3. Early Warning Systems

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(i) and (b)(7)(A)(iii)(III).

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



Chain of Lakes Middle School employs the Multi-Tiered System of Support (MTSS) as an early warning system for our "at-risk" students, focusing primarily on attendance rate, discipline, below-average standardized test results, and academic failure in core classes. This is a school-wide initiative coordinated by a team of administrators, resource teachers, and instructional coaches, and led by the MTSS coach.

Attendance and discipline are monitored monthly through Enterprise Data Warehouse (EDW) and via Student Management Systems (SMS). Habitual truants and students who are habitually tardy are addressed by the appropriate school personnel. The school social worker, school psychologist, and school resource officer are integral parts of the MTSS process as needed to support the intervention.

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

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

Indicator	Grade Level														Total
	K	1	2	3	4	5	6	7	8	9	10	11	12		
Attendance below 90 percent	0	0	0	0	0	0	88	77	97	0	0	0	0	262	
One or more suspensions	0	0	0	0	0	0	121	75	98	0	0	0	0	294	
Course failure in ELA or Math	0	0	0	0	0	0	165	193	126	0	0	0	0	484	
Level 1 on statewide assessment	0	0	0	0	0	0	165	173	136	0	0	0	0	474	

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

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	0	0	0	0	0	0	159	138	123	0	0	0	0	420

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

Chain of Lakes Middle School has identified students to participate in an innovative program. This program focuses on addressing the needs of our at-risk students. Student Owned Academic Recovery (SOAR) is a special program put in place for middle school students who are struggling or have not successfully completed one of the four core classes or reading during the first marking period. Students will attend thirteen Saturday sessions from 9:00 a.m. to 12:00 p.m. with highly qualified teachers. This thirteen week program is centered on a specialized curriculum that is designed to teach and strengthen the skills necessary to be successful in school.

Chain of Lakes Middle School has identified students in need of additional academic support to participate in a Tuesday and Thursday after-school tutoring program. This program focuses on addressing the needs of our at-risk students. This is a tutoring program put in place for middle school students who are struggling or have not successfully completed one of the four core classes or reading during the academic school year. This tutoring program is designed with a specialized curriculum that will remediate the reading and math skills necessary to be successful learners in school.

Students are provided enrichment opportunities where they can explore science, technology, engineering, and mathematics through the SeaPerch underwater robotics program. Students are also provided athletic, arts and music opportunities. Students can join various organizations such as Beta



club, Student Council, National Junior Honor Society and Science Olympiad and Sunshine State Scholars Book Club.

## B. Family and Community Engagement

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2) and (b)(7)(A)(iii)(I).

**1. 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.**

**a. Will the school use its Title I Parent and Family Engagement Policy (PFEP) to satisfy this question?**

No

### **1. PFEP Link**

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

### **2. Description**

Chain of Lakes Middle School has a very active Parent Teacher Student Association (PTSA) that meet monthly. Along with PTSA, we hold the following parent and community involvement activities: Spring Student Orientation, Fall 6th grade and New Student Orientation, 5k Fun Run and Walk, Teach-In, Spring Fling end of year event, Outstanding Osprey (student recognition program), Ospreys Shine (student recognition program), and fall community fundraiser. Chain of Lakes also hosts Night of Excellence, Orange Tips, and community outreach meetings with feeder pattern elementary schools. The school's Advancement Via Individual Determination (AVID) program builds partnerships with parent volunteers, business leaders, and local colleges to support developing career and college readiness students.

**2. 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 Chain of Lakes community is the heart of the school. Community members work hand in hand to provide valuable and needed resources. Our Partners in Education (P.I.E.) list continues to grow. Our Parent Teacher Student Association (PTSA) works very closely with P.I.E. to bring sponsorships and donations to our school. Last year, PTSA was able to donate over \$5,000 to assist with the purchase of a classroom technology. This was done with the commitment and support of our community that continues to donate their resources as well as their time to support student achievement. For the 2017-2018 school year, the PTSA has committed to donating \$5,000 in teacher grants. We also host Teach-In which is an Orange County Public Schools initiative that draws business partnerships from the community. These guest speakers come and talk with our students about the importance of education and how it facilitated their success. As we continue to grow and build sustainable relationships, our goal is to make sure our students are prepared and ready to be viable and productive members of our community.

## C. Effective Leadership

### **1. School Leadership Team**

#### **a. Membership**

Identify the name, email address and position title for each member of the school leadership team.:

Name	Title
Anderson, Cheron	Principal
Morse, James	Assistant Principal
Lewis, Joy	Instructional Coach
Slaughter, Angela	Assistant Principal
Rodriguez, Heather	Dean
Correa, Allison	Other
Coleman, Altresse	Instructional Coach

## b. Duties

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

The school-based leadership team is comprised of Cheron Anderson (Principal), Angela Slaughter (Assistant Principal for Instruction), James Morse (Assistant Principal), Joy Lewis (Learning Resource Specialist), Altresse Coleman Moore (Literacy Coach) Heather Rodriguez (Academic Dean) and Allison Correa (Compliance Teacher). Members of the leadership team conduct weekly classroom walkthroughs to monitor instructional practices throughout the campus. Mr. Anderson is the campus instructional leader and facilitates weekly meetings Friday afternoons to discuss instructional practice trends and develop plans to improve those practices. He attends various Professional Learning Community meetings weekly. Ms. Slaughter leads the instructional coaches and professional development program. She attends weekly Professional Learning Community meetings, collaborative planning sessions and common assessment development for Science and Language Arts. Mr. Morse attends weekly Professional Learning Community meetings, collaborative planning sessions and common assessment development for electives and social studies. Joy Lewis develops and facilitates professional development sessions in response to the trends emerging as a result of weekly observations. She attends weekly Professional Learning Community meetings, collaborative planning sessions and common assessment development for math and new teachers. Heather Rodriguez attends weekly Professional Learning Community meetings, collaborative planning sessions and common assessment development for math. Allison Correa monitors ESOL compliance and implements ESOL initiatives and strategies to ensure the inclusion and support of ELL students. Altresse Coleman Moore attends weekly Professional Learning Community meetings, collaborative planning sessions and common assessment development for language arts and reading. She assists with the development, coordination and facilitation of the afternoon and Saturday tutoring programs.

The school based leadership team meets twice weekly to discuss all school wide programs and how they support student academic success. The leadership team also monitors and reviews the implementation and effectiveness of the MTSS process and best practice strategies in order to fully utilize the system and provide teachers and students the highest level of support. The entire leadership team has been or will be trained in the Marzano Observation protocol. Every Friday, the leadership team meets to disaggregate teacher observation data and plan professional development based on the needs of the teachers. In addition, targeted element focus is discussed and disseminated to teachers to increase the execution of Marzano elements addressing content.

### **2. 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.**

Chain of Lakes Middle School currently has a Staffing Specialist as well as three Exceptional Student Education (ESE) core instructional co-facilitators across all grade levels. These staff members work with teachers to write Individual Education Plans (IEP) and Behavior Intervention Plans (BIP) that provide support using the Multi-Tiered System of Supports (MTSS) model. Teachers are provided with behavior tracking forms and intervention strategies that range from global to individually student-focused. Our teachers use the data collection forms to determine best practice strategies for working with students as well as to determine if additional interventions and levels of support are necessary. Chain of Lakes Middle School will also utilize resources available at the Southwest Learning Community including the Behavior Specialist and the Exceptional Student Education support team. For academic support, data is collected through common, formative and summative assessments. Academic data is used to determine proper class placement as well as student need for individual intervention and curriculum support.

Supplemental Academic Instruction (SAI) funds support intensive reading teachers and their classrooms.

## 2. School Advisory Council (SAC)

### a. Membership

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Cheron Anderson	Principal
Farrah Ridgeway	Teacher
Kim Powell	Teacher
Lavleeta Sloan Baskerville	Education Support Employee
Charlott Cadiz	Parent
Angela Slaughter	Principal
Darcy Schalk	Parent
Mindy Fritts	Parent
James Morse	Principal
Bobby Baldor	Parent
Kara Ulgenalp	Parent
Aziz Kabani	Business/Community
David Gray	Parent
Abby Carter	Parent
Carolyn Blackiston	Parent
Noreen Colbert	Education Support Employee
Grace Gregory	Teacher
Barbara Exposito	Education Support Employee
James Brown	Teacher
Heather Rodriguez	Teacher

### b. Duties

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

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2).

*a. Evaluation of last year's school improvement plan*

The 2016-2017 SIP School Improvement Plan (SIP) will be reviewed for items that can be included in the 2017-2018 SIP for further implementation or removal altogether due to ineffectiveness or non-application to this year's curriculum and student needs.

*b. Development of this school improvement plan*

The Chain of Lakes School Advisory Council reviews the School Improvement Plan (SIP) with the Principal to determine the effectiveness of strategies in place and make adjustments when needed.

*c. Preparation of the school's annual budget and plan*

The School Advisory Council collectively reviews the budget allocations for the professional development or other action steps in the School Improvement Plan.

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

The Chain of Lakes School Advisory Council will authorize use of allotted funding on a case by case basis. Options may be professional development opportunities for teachers, programs to supplement curriculum, and additional technology.

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

Yes

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

**3. Literacy Leadership Team (LLT)**

**a. Membership**

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:

Name	Title
Anderson, Cheron	Principal
Morse, James	Assistant Principal
Griffith, Jeannette	Teacher, K-12
Slaughter, Angela	Assistant Principal
Coleman, Altresse	Instructional Coach

**b. Duties**

**1. Describe how the LLT or similar group promotes literacy within the school, if applicable.**

The LLT's primary focus is to increase reading achievement through collective collaboration across all subjects at Chain of Lakes Middle School. Careful attention will be paid to increasing teachers' working knowledge of the Language Arts Florida Standards. The LLT also promotes Accelerated Reader (AR) through a reward system for students who have accumulated a certain percentage of their points based on individual reading abilities. Students will be provided opportunities to take the AR tests with the aid of new computers placed in all language arts classes. These students are provided time for enrichment activities on a pre-selected Friday every six weeks. Additionally, each

year the LLT organizes the Read and Feed program, which is a school-wide reading initiative that rewards students for reading the school's selected book. The Sunshine State Scholars Club reads and tests on all Sunshine State Middle School books and participates in the Orange County Public Schools "Battle of the Books". Chain of Lakes Middle School also participates in Florida's Annual Literacy Week by hosting multiple reading activities throughout the week.

#### **D. Public and Collaborative Teaching**

The school's responses to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(IV).

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

Weekly Professional Learning Community (PLC) and common planning sessions will be conducted with teachers, instructional coaches, and administrators. These will include the topics of common assessments, lesson planning, analysis of student performance data and instructional response to student academic needs.

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

Chain of Lakes Middle School works with the Orange County Public Schools Human Resource Department to find information on highly qualified teachers, as well as contact references and conduct in-depth team interviews. We retain highly qualified teachers by providing them with ongoing instructional support, the latest technology for their classrooms, and professional development to help foster educational growth. Teachers are also provided with leadership opportunities within their instructional discipline. The mentors and mentees program (M&Ms) also involves frequent contact between the protégés and mentors. During these meetings, mentors assist their protégés with issues and reflective questions discussed in their Professional Learning Communities (PLCs).

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

Our school's mentoring program has several components. The formal program for first year teachers (mentees) begins with a two day induction program prior to pre-planning. The program also includes periodic meetings with the Instructional Coach to discuss common first year issues such as parent conferences, grading, lesson planning, PLC meetings, Open House and classroom management. The mentees are assigned a mentor for support and guidance. The mentors and mentees program (M&Ms) also involves frequent contact between the protégés and mentors. During these meetings, mentors assist their protégés with issues / reflective questions discussed in their Professional Learning Communities (PLCs). Finally, all of our protégés are observed monthly by resource personnel to provide feedback on their professional growth. In addition, all of our mentor teachers are master teachers who have completed a Clinical Educator class as well as a variety of coaching and mentoring courses. Our school's Instructional Coach meets with mentees frequently and consistently to help them navigate through their initial year at Chain of Lakes.

In addition to the M&Ms program, Chain of Lakes has an informal mentoring program called the Buddy System in which we pair teachers who are new to our school, but who have prior teaching experience, with a veteran teacher who has been at our school for a few years to help the new teachers make a smooth transition to our school.

#### **E. Ambitious Instruction and Learning**

##### **1. Instructional Programs and Strategies**

#### **a. Instructional Programs**

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

The district has a rigorous adoption process that analyzes the correlation between core program materials and the Florida Standards. Core instructional resources are provided on the Instructional Management System (IMS) and are aligned to the Florida Standards. All schools are expected to utilize the standards-based resources during daily instruction.

#### **b. Instructional Strategies**

***1. 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.***

Through weekly Professional Learning Community (PLC) gatherings and common planning sessions, teachers will review student performance data based on teacher-made common formative and summative assessments. As a result of this collaboration, teachers can determine which skills need to be retaught, infused into future lessons, and reassessed. Instructional Focus Calendars for each subject will have time built in for remediation and enrichment. In addition, students will receive additional support, based on data results, through our SOAR Saturday's program and after school tutoring program.

***2. 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:** 3,500

Students are provided enrichment opportunities where they can explore science, technology, engineering, and mathematics through the SeaPerch underwater robotics program. Students are provided enrichment opportunities where they can meet with other students interested in reading through the Sunshine State Scholars Reading Club. Students are also provided athletics, arts and music. Students can join various organizations such as Beta club, Student Council, National Junior Honor Society and Science Olympiad.

***Strategy Rationale***

Enrichment opportunities provide students with the opportunity to build on their interests and provide an impetus for excelling academically.

***Strategy Purpose(s)***

- Enrichment

***Person(s) responsible for monitoring implementation of the strategy***

Anderson, Cheron, [cheron.anderson@ocps.net](mailto:cheron.anderson@ocps.net)

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

Student performance data is disaggregated by club or organization and compared with students that are not involved with the Chain of Lakes before and after school program. Data is pulled from subject area common assessments through Performance Matters and The Florida Standards Assessment (FSA).



**Strategy:** Summer Program

**Minutes added to school year:** 4,800

Chain of Lakes Middle School has identified students in need of additional academic support to participate in a summer program. This program focuses on addressing the needs of our at-risk students. This is a special program put in place for middle school students who are struggling or have not successfully completed one of the four core classes and reading during the academic school year. Students will attend a 5 week summer program, 4 days a week. This summer program is centered on an individualized curriculum that is designed to remediate the skills necessary for each student to be successful in school.

***Strategy Rationale***

Students in need of core academic course credit are offered opportunity for remediation and credit recovery to maintain their placement within their cohort.

***Strategy Purpose(s)***

- Core Academic Instruction

***Person(s) responsible for monitoring implementation of the strategy***

Anderson, Cheron, [cheron.anderson@ocps.net](mailto:cheron.anderson@ocps.net)

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

Data is collected through assessments provided within the summer program itself and successful completion of the program.

**Strategy: Weekend Program**

**Minutes added to school year: 2,700**

Student Owned Academic Recovery (SOAR) is a special program put in place for middle school students who are struggling and have not successfully completed one of the four core classes and/or reading during the first marking period. Students will attend fifteen Saturday sessions from 9:00 a.m. to 12:00 p.m. with highly qualified teachers. This fifteen-week program is centered on a specialized curriculum that is designed to teach and strengthen the skills necessary to be successful in school.

**Strategy Rationale**

Students struggling to maintain proficiency in reading and math are able to work in small groups with teachers to hone in on foundational skills so that students are able to be more successful in their grade-level English Language Arts (ELA) and Math classes.

**Strategy Purpose(s)**

- Core Academic Instruction

**Person(s) responsible for monitoring implementation of the strategy**

Anderson, Cheron, cheron.anderson@ocps.net

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

Data is collected through assessments provided within the SOAR program. Data is closely monitored through progress reports, report cards, and teacher created common assessments. In addition, Chain of Lakes Middle School administration will disaggregate the data to determine program effectiveness by individual student growth.

## **2. Student Transition and Readiness**

### **a. PreK-12 Transition**

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(V).

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

Ms. Slaughter, the Assistant Principal for Instruction and Dr. Forrester, the sixth grade Guidance Counselor, visit feeder schools In February to meet with fifth grade students to plan their transition to middle school and answer any student questions. Incoming sixth graders to Chain of Lakes Middle School receive an on-campus visit during an evening program for students and parents. Students have an opportunity to become familiar with the campus and their teachers prior to the start of school. The sixth grade guidance counselor, Dr. Forrester, provides open communication between middle and elementary school guidance counselors to ensure vital and current information reaches the students and parents. Exiting eighth graders at Chain of Lakes Middle School receive an on-campus presentation by feeder high school personnel to highlight academic and extracurricular programs. On-campus registration for high school classes takes place with 1 on 1 course selection opportunity with the guidance counselor. Eighth grade classrooms are visited to advertise all available Orange County Public Schools magnet programs.

### **b. College and Career Readiness**

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

Chain of Lakes Middle School has high school counselors visit the school to advise students on academic planning for their future. Every Friday is college day at Chain of Lakes Middle School. Teachers wear college apparel spotlighting teacher pride for their alma mater. Students wear college shirts to represent their favorite college. Beta Club students create college alma mater posters that are affixed near each teacher's classroom door to promote college awareness. Each year Chain of Lakes Middle School participates in "Teach-In" where business community members are invited into the classroom to provide students an insight into careers within the community. This program informs students about the relationships between academics and career planning.

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

Chain of Lakes Middle School offers Computer Business Applications courses for 6th and 7th grade students as well as Digital Information Technology to 8th grade students. This course is a high school credit course designed to prepare students to participate in the Career and Professional Education Academy (CAPE) at the feeder high school. Students have the opportunity to earn industry certification through this course.

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

Chain of Lakes Middle School offers opportunities for students to enroll in high level courses (Digital Information Technology). The AVID program equips students with the skills needed to be successful in rigorous coursework in middle, high and post-secondary education. The digital course provides opportunities for students to become industry certified as well as teaching students computer application skills that can be used in their academic courses.

**4. 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.**

## 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.** Chain of Lakes Middle School will improve instruction utilizing the backward design approach to curriculum planning.
- G2.** Chain of Lakes Middle School will increase student achievement utilizing content-specific complex texts and rigorous, standards-aligned tasks.

## Strategic Goals Detail

*For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), targeted barriers to achieving the goal, resources available to help reduce or eliminate the barriers, and the plan for monitoring progress toward the goal.*

**G1.** Chain of Lakes Middle School will improve instruction utilizing the backward design approach to curriculum planning. 1a

G095099

**Targets Supported** 1b

Indicator	Annual Target
FSA ELA Achievement	62.0
FSA Mathematics Achievement	55.0
Statewide Science Assessment Achievement	57.0
Highly Effective Teachers (Performance Rating)	85.0
Effective+ Administrators	100.0

**Targeted Barriers to Achieving the Goal** 3

- Professional learning communities are not implementing the collaborative planning process effectively.
- Strategies and protocols for monitoring student learning are not well-established in the classroom.

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- PLC Facilitation Documents
- Professional Learning Opportunities for Collaborative Planning and Monitoring Student Learning
- Curriculum Resource Materials
- Daily Common Planning Time
- Quarterly Common Planning Day
- Backwards Design Guiding Documents

**Plan to Monitor Progress Toward G1.** 8

The leadership team will evaluate the work of each content area PLC and review student performance data to determine effective implementation of the backward design process.

**Person Responsible**

Cheron Anderson

**Schedule**

Monthly, from 8/14/2017 to 6/1/2018

**Evidence of Completion**

PLC Documentation and Observations, Lesson Plans, Classroom Observation Data, Student Performance Data from Formative and Summative Assessments

**G2.** Chain of Lakes Middle School will increase student achievement utilizing content-specific complex texts and rigorous, standards-aligned tasks. 1a

G095100

**Targets Supported** 1b

Indicator	Annual Target
Statewide Science Assessment Achievement	57.0
Civics EOC Pass	70.0
FSA ELA Achievement	62.0
FSA Mathematics Achievement	55.0

**Targeted Barriers to Achieving the Goal** 3

- Teachers are not familiar with close reading strategies.
- Teachers have misconceptions about developing rigorous, standards-aligned tasks for all students.

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- Resource Teachers
- Professional Learning Opportunities for Close Reading and Rigor
- Curriculum Resource Materials

**Plan to Monitor Progress Toward G2.** 8

The leadership team will conduct classroom observations to monitor whether learning tasks are built around content-specific complex texts and aligned to the rigor of the Florida Standards.

**Person Responsible**

Cheron Anderson

**Schedule**

Weekly, from 8/14/2017 to 5/30/2018

**Evidence of Completion**

Classroom Observation Data, Evaluation of Lesson Plans Showing Evidence of the Utilization of Content Specific Complex Texts and Rigorous Standards - Aligned Tasks.

**Plan to Monitor Progress Toward G2.** 8

The leadership team will review common assessment data and state testing data to determine evidence of student mastery and successful performance.

**Person Responsible**

Cheron Anderson

**Schedule**

Every 3 Weeks, from 9/11/2017 to 8/10/2018

**Evidence of Completion**

Common Classroom Assessment Data, District Assessment Data, and State Testing Results Demonstrating Student Mastery of Florida Standards

## 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

 = Problem Solving Step     S123456 = Quick Key



**G1.** Chain of Lakes Middle School will improve instruction utilizing the backward design approach to curriculum planning. 1

 G095099

**G1.B1** Professional learning communities are not implementing the collaborative planning process effectively. 2

 B255951

**G1.B1.S1** The leadership team will provide structured common planning opportunities to PLCs.(Division Priority #6: Provide Empowering Environments) 4

 S270527

### Strategy Rationale

Providing structured support and guidance will facilitate effective use of common planning time and help ensure the utilization of the backward design approach.

### Action Step 1 5

The leadership team will create PLC meeting forms and lesson plan template to facilitate PLC work.

#### Person Responsible

Angela Slaughter

#### Schedule

On 7/31/2017

#### Evidence of Completion

PLC Meeting Forms, Lesson Plan Template Posted Electronically for Teacher Access

### Action Step 2 5

Resource teachers will provide teacher leaders with training on the use and expectations of the PLC meeting forms and lesson plan template.

#### Person Responsible

Joy Lewis

#### Schedule

On 8/4/2017

#### Evidence of Completion

Training Agenda, Sign-In Sheets, PowerPoint Presentation

### Action Step 3 5

Teacher leaders will facilitate effective collaborative planning through PLCs.

#### **Person Responsible**

Joy Lewis

#### **Schedule**

Weekly, from 8/1/2017 to 6/1/2018

#### **Evidence of Completion**

Completed PLC Meeting Forms, Completed Lesson Plans, PLC Meeting Observation Data, Student Performance Data

### Action Step 4 5

The leadership team will continuously model proper PLC protocol, monitor for evidence of effective collaborative planning, and provide support to PLCs.

#### **Person Responsible**

Cheron Anderson

#### **Schedule**

Weekly, from 8/7/2017 to 6/1/2018

#### **Evidence of Completion**

Leadership Team Meeting Calendar, Completed PLC Meeting Forms, PLC Meeting Observation Data, Classroom Observation Data, Student Performance Data

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

The leadership team will observe and review PLC meetings and documentation protocols.

#### **Person Responsible**

Cheron Anderson

#### **Schedule**

Weekly, from 8/14/2017 to 5/30/2018

#### **Evidence of Completion**

PLC Meeting Sign-In Sheets, PLC Meeting Forms and Reflections, Bi-Weekly Lesson Plans

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

The leadership team will conduct classroom observations to collect evidence of common planning that exhibits the backward design approach.

**Person Responsible**

Cheron Anderson

**Schedule**

Daily, from 8/14/2017 to 5/30/2018

***Evidence of Completion***

iObservation Data Within Domains 1, 2, 3 and 4

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

The leadership team will attend PLC meetings and review PLC documentation and common lesson plans to determine the effectiveness of structured common planning opportunities.

**Person Responsible**

Cheron Anderson

**Schedule**

Weekly, from 8/21/2017 to 5/30/2018

***Evidence of Completion***

Lesson Plans Reflecting Effective use of Backward Design, Classroom Observations of Meaningful Learning Experiences, PLC Forms Reflecting the Use of Data to Drive Instruction

**G1.B2** Strategies and protocols for monitoring student learning are not well-established in the classroom.

2

 B255952

**G1.B2.S1** Teachers will develop and implement strategies for monitoring student learning during daily instruction. (Division Priority #2: Accelerate Student Performance) 4

 S270528

### Strategy Rationale

Effective monitoring of student learning will reinforce the use of the backward design approach to improve daily instruction.

### Action Step 1 5

The leadership team will provide opportunities for professional growth and learning in the areas of cooperative learning and monitoring student learning.

#### Person Responsible

Cheron Anderson

#### Schedule

Monthly, from 9/6/2017 to 5/30/2018

#### Evidence of Completion

Professional Development Series Calendar, Sign-In Sheets, Classroom Observation Data for Evidence of cooperative learning and monitoring strategies

### Action Step 2 5

Teachers will implement strategies for cooperative learning and monitoring during daily instruction.

#### Person Responsible

Cheron Anderson

#### Schedule

Daily, from 9/11/2017 to 5/30/2018

#### Evidence of Completion

Classroom Observation Data, Teacher Lesson Plans, Data Meeting Notes

**Plan to Monitor Fidelity of Implementation of G1.B2.S1** 6

The leadership team will conduct classroom observations and review lesson plans to determine implementation of monitoring strategies during daily instruction

**Person Responsible**

Cheron Anderson

**Schedule**

Daily, from 8/14/2017 to 5/30/2018

***Evidence of Completion***

Classroom Observation Data, Inclusion of Monitoring and Engagement Strategies in Lesson Plans

**Plan to Monitor Effectiveness of Implementation of G1.B2.S1** 7

The leadership team will conduct regular classroom observations to monitor the implementation of strategies to monitor student learning.

**Person Responsible**

Cheron Anderson

**Schedule**

Daily, from 8/14/2017 to 5/30/2018

***Evidence of Completion***

Lessons Reflecting Deliberate Monitoring and Engagement Strategies, Classroom Observation Data Showing Increased Student Centered Learning, Planned "See/Hear" Evidence in Lesson Plans

**G2.** Chain of Lakes Middle School will increase student achievement utilizing content-specific complex texts and rigorous, standards-aligned tasks. 1

G095100

**G2.B1** Teachers are not familiar with close reading strategies. 2

B255953

**G2.B1.S1** The District PLC will lead and support teachers in the development, practice, and implementation of close reading strategies. (District Priority #5: Invest in Human Capital) 4

S270529

### Strategy Rationale

Building capacity for teachers to become competent in the utilization of close reading strategies will impact students' ability to be successful when working with content-specific, complex texts in the classroom and on the Florida Standards Assessments.

### Action Step 1 5

Teacher leaders will become familiar with the District PLC purpose and participate in District PLC Meetings to attain knowledge and resources to facilitate school level professional learning for colleagues.

#### Person Responsible

Angela Slaughter

#### Schedule

Every 6 Weeks, from 8/8/2017 to 5/23/2018

#### Evidence of Completion

District PLC Introduction Presentation, District PLC Products

### Action Step 2 5

The District PLC will support teachers with using close reading strategies to enable students to comprehend and persevere through complex texts.

#### Person Responsible

Altresse Coleman

#### Schedule

Every 6 Weeks, from 9/18/2017 to 5/17/2018

#### Evidence of Completion

District PLC Meeting Dates, Guided Visit Documentation, Close Reading Implementation Plan, Peer Observation Reflections

### Action Step 3 5

Teachers will choose appropriate, content-specific, complex texts and model close reading strategies and tools.

**Person Responsible**

Altresse Coleman

**Schedule**

Monthly, from 9/25/2017 to 1/29/2018

**Evidence of Completion**

Lesson Plans, Classroom Observation Data, Guided Visit Documentation

### Action Step 4 5

Teachers will reflect and modify instructional practice based on student evidence and professional learning.

**Person Responsible**

Altresse Coleman

**Schedule**

Weekly, from 1/30/2018 to 5/31/2018

**Evidence of Completion**

Processing and Assessment Protocols, Close Reading Alignment, Protocol for Examining and Utilizing Student Evidence, Classroom Observation Data

### Plan to Monitor Fidelity of Implementation of G2.B1.S1 6

Leadership team members will attend school level professional development training and support sessions facilitated by the District PLC team members.

**Person Responsible**

Cheron Anderson

**Schedule**

Every 6 Weeks, from 8/14/2017 to 4/30/2018

**Evidence of Completion**

Professional Development Agendas and Sign-In Sheets, Peer Observation and Guided Visit Reflections Execution of Close Reading Strategies in Lesson Plans



**Plan to Monitor Effectiveness of Implementation of G2.B1.S1** 7

The leadership team members will frequently monitor classroom instruction to ensure close reading strategies are implemented.

**Person Responsible**

Cheron Anderson

**Schedule**

Weekly, from 8/14/2017 to 5/30/2018

***Evidence of Completion***

Lesson Plans Reflecting the Use of Content Area Reading, Classroom Observation Data Showing Implementation of Close Reading Strategies, Student Evidence of the Ability to Independently Use Close Reading Strategies

**G2.B2** Teachers have misconceptions about developing rigorous, standards-aligned tasks for all students.

2

 B255954

**G2.B2.S1** Resource teachers will facilitate professional learning opportunities to support the planning of rigorous, standards - aligned tasks to increase student achievement. (District Priority #2: Accelerate Student Performance) 4

 S270530

### Strategy Rationale

Providing professional development to strengthen teachers' ability to develop rigorous learning opportunities will expose students to more rigorous, standards-aligned tasks which will increase their success on standards-based assessments.

### Action Step 1 5

Resource teachers will develop a plan for rigor and standards alignment of lessons.

#### Person Responsible

Joy Lewis

#### Schedule

On 9/22/2017

#### Evidence of Completion

Rigor and Standards Alignment Evaluation Protocol

### Action Step 2 5

Resource teachers will provide professional learning and ongoing support for teachers in the development and implementation of rigorous, standards-aligned learning tasks.

#### Person Responsible

Joy Lewis

#### Schedule

Monthly, from 9/25/2017 to 5/30/2018

#### Evidence of Completion

Professional Development Series Calendar, Lesson Plans, PLC Meeting Forms, Classroom Observation Data

### Action Step 3 **5**

Teachers will evaluate planned learning tasks for alignment to the rigor of Florida Standards.

**Person Responsible**

Angela Slaughter

**Schedule**

Daily, from 8/14/2017 to 5/30/2018

**Evidence of Completion**

Lesson Plans, PLC Meeting Forms, Classroom Observation Data, Data Meeting Feedback

### Plan to Monitor Fidelity of Implementation of G2.B2.S1 **6**

The leadership team will review the professional development plans for execution and alignment to growth goals.

**Person Responsible**

Angela Slaughter

**Schedule**

Monthly, from 8/21/2017 to 5/30/2018

**Evidence of Completion**

Professional Development Calendar Aligned with Growth Goals, Professional Development Sign-In Sheets, Classroom Observation Data Demonstrating Rigorous, Standards-Aligned Tasks

### Plan to Monitor Effectiveness of Implementation of G2.B2.S1 **7**

The leadership team will evaluate the facilitation of the professional learning opportunities targeting rigorous, standards-aligned tasks.

**Person Responsible**

Cheron Anderson

**Schedule**

Monthly, from 8/21/2017 to 6/1/2018











**Evidence of Completion**

Professional Development Calendar Showing Alignment to SIP Strategies, Classroom Observation Data and Lesson Plans Showing the Facilitation of Rigorous, Standards-Aligned Tasks, Student Performance Data Indicating Student Mastery of Florida Standards



## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
<b>2018</b>					
G1.B1.S1.A1 A362291	The leadership team will create PLC meeting forms and lesson plan template to facilitate PLC work.	Slaughter, Angela	7/24/2017	PLC Meeting Forms, Lesson Plan Template Posted Electronically for Teacher Access	7/31/2017 one-time
G1.B1.S1.A2 A362292	Resource teachers will provide teacher leaders with training on the use and expectations of the PLC...	Lewis, Joy	8/1/2017	Training Agenda, Sign-In Sheets, PowerPoint Presentation	8/4/2017 one-time
G2.B2.S1.A1 A362301	Resource teachers will develop a plan for rigor and standards alignment of lessons.	Lewis, Joy	9/18/2017	Rigor and Standards Alignment Evaluation Protocol	9/22/2017 one-time
G2.B1.S1.A3 A362299	Teachers will choose appropriate, content-specific, complex texts and model close reading...	Coleman, Altresse	9/25/2017	Lesson Plans, Classroom Observation Data, Guided Visit Documentation	1/29/2018 monthly
G2.B1.S1.MA1 M387135	Leadership team members will attend school level professional development training and support...	Anderson, Cheron	8/14/2017	Professional Development Agendas and Sign-In Sheets, Peer Observation and Guided Visit Reflections Execution of Close Reading Strategies in Lesson Plans	4/30/2018 every-6-weeks
G2.B1.S1.A2 A362298	The District PLC will support teachers with using close reading strategies to enable students to...	Coleman, Altresse	9/18/2017	District PLC Meeting Dates, Guided Visit Documentation, Close Reading Implementation Plan, Peer Observation Reflections	5/17/2018 every-6-weeks
G2.B1.S1.A1 A362297	Teacher leaders will become familiar with the District PLC purpose and participate in District PLC...	Slaughter, Angela	8/8/2017	District PLC Introduction Presentation, District PLC Products	5/23/2018 every-6-weeks
G2.MA1 M387138	The leadership team will conduct classroom observations to monitor whether learning tasks are built...	Anderson, Cheron	8/14/2017	Classroom Observation Data, Evaluation of Lesson Plans Showing Evidence of the Utilization of Content Specific Complex Texts and Rigorous Standards - Aligned Tasks.	5/30/2018 weekly
G1.B1.S1.MA1 M387128	The leadership team will attend PLC meetings and review PLC documentation and common lesson plans...	Anderson, Cheron	8/21/2017	Lesson Plans Reflecting Effective use of Backward Design, Classroom Observations of Meaningful Learning Experiences, PLC Forms Reflecting the Use of Data to Drive Instruction	5/30/2018 weekly
G1.B1.S1.MA1 M387129	The leadership team will observe and review PLC meetings and documentation protocols.	Anderson, Cheron	8/14/2017	PLC Meeting Sign-In Sheets, PLC Meeting Forms and Reflections, Bi-Weekly Lesson Plans	5/30/2018 weekly
G1.B1.S1.MA3 M387130	The leadership team will conduct classroom observations to collect evidence of common planning that...	Anderson, Cheron	8/14/2017	iObservation Data Within Domains 1, 2, 3 and 4	5/30/2018 daily
G1.B2.S1.MA1 M387131	The leadership team will conduct regular classroom observations to monitor the implementation of...	Anderson, Cheron	8/14/2017	Lessons Reflecting Deliberate Monitoring and Engagement Strategies, Classroom Observation Data Showing Increased Student Centered Learning, Planned "See/Hear" Evidence in Lesson Plans	5/30/2018 daily
G1.B2.S1.MA1 M387132	The leadership team will conduct classroom observations and review lesson plans to determine...	Anderson, Cheron	8/14/2017	Classroom Observation Data, Inclusion of Monitoring and Engagement Strategies in Lesson Plans	5/30/2018 daily
G1.B2.S1.A1 A362295	The leadership team will provide opportunities for professional growth and learning in the areas of...	Anderson, Cheron	9/6/2017	Professional Development Series Calendar, Sign-In Sheets, Classroom Observation Data for Evidence of cooperative learning and monitoring strategies	5/30/2018 monthly
G1.B2.S1.A2 A362296	Teachers will implement strategies for cooperative learning and monitoring during daily...	Anderson, Cheron	9/11/2017	Classroom Observation Data, Teacher Lesson Plans, Data Meeting Notes	5/30/2018 daily

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G2.B1.S1.MA1  M387134	The leadership team members will frequently monitor classroom instruction to ensure close reading...	Anderson, Cheron	8/14/2017	Lesson Plans Reflecting the Use of Content Area Reading, Classroom Observation Data Showing Implementation of Close Reading Strategies, Student Evidence of the Ability to Independently Use Close Reading Strategies	5/30/2018 weekly
G2.B2.S1.MA1  M387137	The leadership team will review the professional development plans for execution and alignment to...	Slaughter, Angela	8/21/2017	Professional Development Calendar Aligned with Growth Goals, Professional Development Sign-In Sheets, Classroom Observation Data Demonstrating Rigorous, Standards-Aligned Tasks	5/30/2018 monthly
G2.B2.S1.A2  A362302	Resource teachers will provide professional learning and ongoing support for teachers in the...	Lewis, Joy	9/25/2017	Professional Development Series Calendar, Lesson Plans, PLC Meeting Forms, Classroom Observation Data	5/30/2018 monthly
G2.B2.S1.A3  A362303	Teachers will evaluate planned learning tasks for alignment to the rigor of Florida Standards.	Slaughter, Angela	8/14/2017	Lesson Plans, PLC Meeting Forms, Classroom Observation Data, Data Meeting Feedback	5/30/2018 daily
G2.B1.S1.A4  A362300	Teachers will reflect and modify instructional practice based on student evidence and professional...	Coleman, Altresse	1/30/2018	Processing and Assessment Protocols, Close Reading Alignment, Protocol for Examining and Utilizing Student Evidence, Classroom Observation Data	5/31/2018 weekly
G1.MA1  M387133	The leadership team will evaluate the work of each content area PLC and review student performance...	Anderson, Cheron	8/14/2017	PLC Documentation and Observations, Lesson Plans, Classroom Observation Data, Student Performance Data from Formative and Summative Assessments	6/1/2018 monthly
G1.B1.S1.A3  A362293	Teacher leaders will facilitate effective collaborative planning through PLCs.	Lewis, Joy	8/1/2017	Completed PLC Meeting Forms, Completed Lesson Plans, PLC Meeting Observation Data, Student Performance Data	6/1/2018 weekly
G1.B1.S1.A4  A362294	The leadership team will continuously model proper PLC protocol, monitor for evidence of effective...	Anderson, Cheron	8/7/2017	Leadership Team Meeting Calendar, Completed PLC Meeting Forms, PLC Meeting Observation Data, Classroom Observation Data, Student Performance Data	6/1/2018 weekly
G2.B2.S1.MA1  M387136	The leadership team will evaluate the facilitation of the professional learning opportunities...	Anderson, Cheron	8/21/2017	Professional Development Calendar Showing Alignment to SIP Strategies, Classroom Observation Data and Lesson Plans Showing the Facilitation of Rigorous, Standards-Aligned Tasks, Student Performance Data Indicating Student Mastery of Florida Standards	6/1/2018 monthly
G2.MA2  M387139	The leadership team will review common assessment data and state testing data to determine evidence...	Anderson, Cheron	9/11/2017	Common Classroom Assessment Data, District Assessment Data, and State Testing Results Demonstrating Student Mastery of Florida Standards	8/10/2018 every-3-weeks

## V. Professional Development Opportunities

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

**G1.** Chain of Lakes Middle School will improve instruction utilizing the backward design approach to curriculum planning.

**G1.B1** Professional learning communities are not implementing the collaborative planning process effectively.

**G1.B1.S1** The leadership team will provide structured common planning opportunities to PLCs.(Division Priority #6: Provide Empowering Environments)

### PD Opportunity 1

Resource teachers will provide teacher leaders with training on the use and expectations of the PLC meeting forms and lesson plan template.

#### Facilitator

Joy Lewis

#### Participants

PLC Leaders

#### Schedule

On 8/4/2017

**G1.B2** Strategies and protocols for monitoring student learning are not well-established in the classroom.

**G1.B2.S1** Teachers will develop and implement strategies for monitoring student learning during daily instruction. (Division Priority #2: Accelerate Student Performance)

### PD Opportunity 1

The leadership team will provide opportunities for professional growth and learning in the areas of cooperative learning and monitoring student learning.

#### Facilitator

Instructional Coaches

#### Participants

Classroom Teachers

#### Schedule

Monthly, from 9/6/2017 to 5/30/2018



**G2.** Chain of Lakes Middle School will increase student achievement utilizing content-specific complex texts and rigorous, standards-aligned tasks.

**G2.B1** Teachers are not familiar with close reading strategies.

**G2.B1.S1** The District PLC will lead and support teachers in the development, practice, and implementation of close reading strategies. (District Priority #5: Invest in Human Capital)

**PD Opportunity 1**

The District PLC will support teachers with using close reading strategies to enable students to comprehend and persevere through complex texts.

**Facilitator**

District PLC

**Participants**

Classroom Teachers and Leadership Team

**Schedule**

Every 6 Weeks, from 9/18/2017 to 5/17/2018

**G2.B2** Teachers have misconceptions about developing rigorous, standards-aligned tasks for all students.

**G2.B2.S1** Resource teachers will facilitate professional learning opportunities to support the planning of rigorous, standards - aligned tasks to increase student achievement. (District Priority #2: Accelerate Student Performance)

**PD Opportunity 1**

Resource teachers will provide professional learning and ongoing support for teachers in the development and implementation of rigorous, standards-aligned learning tasks.

**Facilitator**

Instructional Coaches and District Resource Personnel

**Participants**

Classroom Teachers

**Schedule**

Monthly, from 9/25/2017 to 5/30/2018

## VI. Technical Assistance Items

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

**G1.** Chain of Lakes Middle School will improve instruction utilizing the backward design approach to curriculum planning.

**G1.B1** Professional learning communities are not implementing the collaborative planning process effectively.

**G1.B1.S1** The leadership team will provide structured common planning opportunities to PLCs.(Division Priority #6: Provide Empowering Environments)

### TA Opportunity 1

The leadership team will create PLC meeting forms and lesson plan template to facilitate PLC work.

#### Facilitator

District Technical Assistance Team

#### Participants

Leadership Team

#### Schedule

On 7/31/2017

## VII. Budget

1	G1.B1.S1.A1	The leadership team will create PLC meeting forms and lesson plan template to facilitate PLC work.				\$0.00
2	G1.B1.S1.A2	Resource teachers will provide teacher leaders with training on the use and expectations of the PLC meeting forms and lesson plan template.				\$0.00
3	G1.B1.S1.A3	Teacher leaders will facilitate effective collaborative planning through PLCs.				\$0.00
4	G1.B1.S1.A4	The leadership team will continuously model proper PLC protocol, monitor for evidence of effective collaborative planning, and provide support to PLCs.				\$0.00
5	G1.B2.S1.A1	The leadership team will provide opportunities for professional growth and learning in the areas of cooperative learning and monitoring student learning.				\$6,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2017-18
	6400	461601-FEES - REGISTRATION/TRAINING	1291 - Chain Of Lakes Middle	General Fund		\$6,000.00
			Notes: Funds will be used to provide Kagan Cooperative Learning training to teachers to assist with developing and implementing effective cooperative learning and monitoring strategies during the instructional component of the Backward Design process.			
6	G1.B2.S1.A2	Teachers will implement strategies for cooperative learning and monitoring during daily instruction.				\$0.00

7	G2.B1.S1.A1	Teacher leaders will become familiar with the District PLC purpose and participate in District PLC Meetings to attain knowledge and resources to facilitate school level professional learning for colleagues.				\$0.00
8	G2.B1.S1.A2	The District PLC will support teachers with using close reading strategies to enable students to comprehend and persevere through complex texts.				\$0.00
9	G2.B1.S1.A3	Teachers will choose appropriate, content-specific, complex texts and model close reading strategies and tools.				\$0.00
10	G2.B1.S1.A4	Teachers will reflect and modify instructional practice based on student evidence and professional learning.				\$0.00
11	G2.B2.S1.A1	Resource teachers will develop a plan for rigor and standards alignment of lessons.				\$0.00
12	G2.B2.S1.A2	Resource teachers will provide professional learning and ongoing support for teachers in the development and implementation of rigorous, standards-aligned learning tasks.				\$10,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2017-18
	6400	140-Substitute Teachers	1291 - Chain Of Lakes Middle	General Fund		\$10,000.00
			Notes: Funds will be used to provide substitutes for teachers to participate in professional learning opportunities.			
13	G2.B2.S1.A3	Teachers will evaluate planned learning tasks for alignment to the rigor of Florida Standards.				\$0.00
Total:						\$16,000.00