

Norton Elementary  
&  
Middle School



School Improvement Plan  
2011-2012

## **Norton Elementary & Middle School Mission Statement**

**The faculty and staff of Norton Elementary & Middle School, in partnership with our community and with the support of the students' families, will strive to provide an equal opportunity for each child to acquire knowledge, skills, values, and attitudes needed to become productive citizens.**

### **Our Staff Believes.....**

- **All children are unique individuals who can learn and achieve.**
- **Students learn in a variety of ways from developmentally appropriate activities which enhance learning at all levels.**
- **All students deserve an equal opportunity to acquire knowledge, skills, values, and attitudes needed to become productive citizens.**
- **Students learn best when they have a supportive family environment and a safe school environment.**
- **Students, parents, paraprofessionals, teachers, administrators, and the community share the responsibility for educational success.**

## School Profile

### I. History

Constructed in 1971, Norton Elementary School was built on approximately 19 acres on East Park Avenue. Originally built with an open-space design, a major renovation was completed to add partitions that allowed better separation of classes in 1979.

### II. Enrollment

Presently, Norton Elementary and Middle School serves 552 students in pre-kindergarten through seventh grade. At this time, Norton Elementary and Middle School is experiencing a steady increase in enrollment at the elementary level. The enrollment breakdown is as follows:

Grade Level	Enrollment
Pre-Kindergarten	20
Kindergarten	72
1 <sup>st</sup> Grade	72
2 <sup>nd</sup> Grade	85
3 <sup>rd</sup> Grade	66
4 <sup>th</sup> Grade	52
5 <sup>th</sup> Grade	63
6 <sup>th</sup> Grade	64
7 <sup>th</sup> Grade	71

### III. Facility Improvements

Norton Elementary and Middle School underwent an extensive \$7.5 million renovation that was completed in November 2009. This renovation provided the school with a new administrative wing, a new gymnasium, a new library, and additional classrooms that provide students, teachers, and administrators a state of the art facility. The school and community are all proud of this accomplishment and have taken great pride in this project, opening channels of communication that were not previously present.

# **Norton Elementary and Middle School Improvement Plan 2011-2012**

## **Goal:**

**Improve on current student performance in specific SOL assessed areas as outlined below by achieving required AYP benchmarks of 91% in Reading and 90% in Math.**

- **Raise 7<sup>th</sup> grade math scores from 77% to 90%**
- **Raise 6<sup>th</sup> grade math scores from 82% to 90%**
- **Raise 5<sup>th</sup> grade writing scores from 62% to 80%**
- **Raise 3<sup>rd</sup> grade reading scores from 83% to 90%**

## **Math Strategies:**

- 1. Schedule monthly departmental math meetings before and after school to address current teaching strategies, pacing, terminology, etc.**
- 2. Ensure that teachers are trained to utilize classroom technologies such as SMART Boards and document cameras to supplement their instruction.**
- 3. Implement benchmark testing to be developed and delivered online using IXL Math to identify necessary intervention.**
- 4. Administer the benchmark tests at the end of the first semester and prior to beginning our comprehensive reviews.**
- 5. Emphasize use of common terminology, suggested by professionals such as Robert Marzano, to be used by all math teachers and observed by administration when conducting walk-throughs.**

## **Writing Strategies:**

- 1. Continue utilizing writing portfolios, writing standards, displaying our student writings, and encouraging writing across the curriculum as established by the writing committee.**
- 2. Maintain a writing committee whose members will provide ongoing direction of our writing initiative and will utilize writing rubrics to score prompts for our writing teacher.**
- 3. Provide students with timely and effective feedback for rough drafts and writing assignments.**
- 4. Continue to utilize Write Source writing texts in fifth grade.**

### **Reading Strategies:**

- 1. Introduce students to the testing environment in January and begin training them to take their SOL tests to ensure their familiarity with the program.**
- 2. Create paper/pencil benchmark tests to be delivered at the conclusion of the first semester and in the spring before we begin our comprehensive review to ensure students are using proper test taking strategies.**
- 3. Evaluate our current reading instruction through walk-throughs by administration, including our Reading Coach, to ensure we are not deviating from the program that has made us successful.**
- 4. Begin documenting interventions in the Power Lab, by our Power Lab teachers, to ensure that we are targeting the weaknesses of individual students.**
- 5. Direct special needs teachers to create appropriate assessments to monitor the progress of their students and have that information shared with the student's classroom teachers and Reading Coach.**

### **Goal:**

**Acknowledge positive behaviors and implement a consistent plan of discipline across our school to ensure consistency when managing misbehaviors.**

### **Strategies:**

- 1. Implement the Olveus program to address bullying.**
- 2. Model and expect courteous and mannerly behavior for our students.**
- 3. Create and implement school wide discipline plans.**
- 4. Recognize and reward middle school students who make the honor roll, have good attendance, are not tardy, etc. with various activities following each 6-week grading period.**
- 5. Encourage teachers to set up rewards for exemplary students.**
- 6. Celebrate student accomplishments and communicate these to parents/guardians via phone calls, notes, and certificates.**
- 7. Utilize our guidance position to provide character education to our kindergarten and first grade students.**

**Goal:**

**Increase opportunities for more effective remedial opportunities.**

**Strategies:**

- 1. Schedule intervention committee meetings to evaluate our current intervention process and plan to incorporate intervention strategies into the middle school.**
- 2. Educate our faculty about the RTI process.**
- 3. Establish remedial plans will be completed by teachers to be utilized for our after-school programs.**
- 4. Evaluate current scheduling to structure remedial time during the regular school day across all grade levels similar to the resource periods currently used for sixth and seventh grades.**
- 5. Have teachers review interventions following each six-week grading period and determine refer students to our child study team.**

**Goal:**

**Expand our enrichment programs by utilizing available resources.**

**Strategies:**

- 1. Coordinate additional opportunities to have high school classes supplement our curriculum as the Spanish and Family/Consumer Science classes are doing now.**
- 2. Leverage community resources to begin a job shadowing program for our 7<sup>th</sup> grade students under the direction of our guidance counselor.**
- 3. Seek assemblies and activities to supplement our curriculum.**
- 4. Intrigue student interests in local careers by offering a career fair for middle school students which will be coordinated by our guidance counselor.**
- 5. Employ a Science Lab Coordinator to offer hands-on experiment opportunities to our middle school students.**
- 6. Continue to evaluate and add upon our gifted and talented program offerings which will include Spanish, Culinary Arts, Virtual Field Trips, Green House Projects, etc.**
- 7. Incorporate appropriate supplemental activities such as the Dome Theater to bring the curriculum to life and give meaning to what we are teaching.**

**Goal:**

**Identify weaknesses within our school and address them with appropriate actions and professional development.**

**Strategies:**

- 1. Meet monthly with our School Improvement Team to determine operational weaknesses that need addressed.**
- 2. Conduct classroom walkthroughs to ensure appropriate instruction is delivered and that teachers receive immediate feedback via our evaluation sheet.**
- 3. Initiate improvement plans where necessary to ensure that unsatisfactory instruction is improved.**
- 4. Evaluate the use of available technologies and offer workshops to ensure that technology is fully utilized where appropriate.**
- 5. Observe all teachers to ensure they are modeling appropriate behavior for students.**
- 6. Create differentiated assessments to assess students that are performing on different ability levels ensure the growth of all students.**
- 7. Emphasize time management to ensure teachers are maximizing instructional time.**
- 8. Increase communication between the teachers of NEMS and Burton to ensure that our students have a seamless transition to high school by establishing departmental meetings in the spring to allow these teachers to meet.**
- 9. Arrange a 7<sup>th</sup> grade tour of John I. Burton to better familiarize our students with the high school before attending as 8<sup>th</sup> graders.**