

## Norton Elementary and Middle School

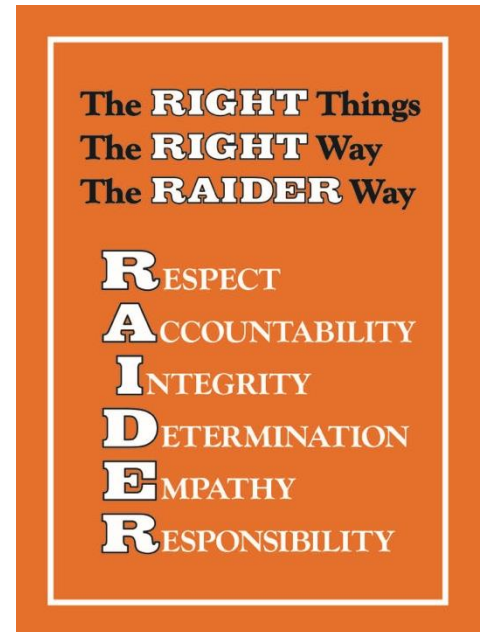
### School Improvement Plan

2018-19

#### Vision-Mission- Beliefs

##### Vision and Mission Statements

- Our **vision** is to provide a safe, caring, and stimulating environment to cultivate productive and responsible life-long learners, in partnership with parents and community members.
- **Mission:** Norton Elementary and Middle school recognizes that each child is an individual who can succeed with the support of their family, school and community. We strive to promote a safe and caring atmosphere that creates and enhances challenging learning programs to foster the development of social, emotional, physical, and intellectual growth of all its members.
- **School Motto:** The RIGHT Things, The RIGHT Way, The RAIDER Way.



#### PURPOSE AND DIRECTION

*Implement and communicate motto.*

*Continue to Implement Project Based Learning into our curriculum with a focus on Profile of Graduate 5C's-Critical thinking skills, Communication, Collaboration, Creativity and Citizenship.*

*Enhance the current academic curriculum by continuing the Project Based Learning Approach.*

##### Strategies

- Teachers will post the motto in the classroom. Teachers will encourage the students to discuss what the **The RAIDER Way** means to them as students at NEMS.
- The motto will be communicated to parents on correspondences sent home and during meetings as deemed appropriate.

- The RAIDER acronym will be used for character education. Our staff and administration will use the character traits as the educational piece of their discipline plan.
- Use character education, project-based learning, community partnerships and innovation to develop the 5 C's of the Profile of a Graduate.

**Encourage Stakeholder Engagement**  
**GOVERNANCE AND LEADERSHIP**

***Increase awareness of the positive happenings and share information about Norton Elementary and Middle School utilizing Social Media, Teacher WebPages, and other teacher messaging systems, School Messaging system, letters and personal conversations with stakeholders.***

**Strategies**

- Teachers will develop web pages individually or as a grade level using Google Sites and Google Classroom.
- Teachers will be encouraged to use REMIND, GOOGLE CLASSROOM, or other APPS to communicate with families and students.
- Parent Portal will be updated as a tool to keep parents informed of academic progress.
- Excessive student absences will be communicated to parent via phone calls, parent letters, and meetings. This will be a key piece of meeting this SOA.

**Improve Student Achievement**  
**TEACHING AND ASSESSING FOR LEARNING**

**MATH**

***70% of all students, grades 3-7, will obtain a passing score on the math SOL for the 2018-19 school year.***

**Strategies**

- Continue to provide a tutoring program, in addition to Title I, during the regular school day in a focused, small group setting for identified students.
  - Middle school teachers will remediate during ½ of their planning time based on formative assessment data.
- Offer an advanced Math 6 class and a Math 7 Pre- Algebra class in which students are identified for the class determined by set criterion.

- Professional Development: Continue to educate all Math teachers on CIP standards, benchmarks, and available resources.
- Core teachers and Special Education teachers will partner to make students with disabilities a priority for the 2018-19 school year. We will see a 5% growth in our special education sub-group on the Virginia Math SOL.
- Teachers will work with administration and truancy officer to ensure that students are present for instruction. This will be a key piece of meeting the Math and Attendance SOA's.

### **READING**

***75% of all students, grades 3-7, will obtain a passing score on the Reading SOL for the 2018-19 school year.***

#### **Strategies**

- The Title I program will identify students, grades 1-5, and offer services to teachers and students in areas identified.
  - Intensive RTI will be administered to students in grades 1-3 and success will be measured by 5% growth (improvement) on the Virginia Reading SOL in our low socio-economic subgroup.
- Utilization of an additional resource for Region 7- Comprehensive Instructional Program and use the 9 week benchmark assessments as a tool for formative assessment.
- Professional Development:
  - Continue to educate all Math teachers on CIP standards, benchmarks, and available resources.
  - Utilize reading specialists to provide training for classroom teachers.
- Reading schedules will be assessed throughout the year and reflected upon as to how to increase time in reading blocks in primary grades.
- Middle school teachers will remediate during ½ of their planning time based on formative assessment data.
- Core teachers and Special Education teachers will partner to make students with disabilities a priority for the 2018-19 school year. We will see a 5% growth in our special education sub-group on the Virginia Reading SOL.
- Teachers will work with administration and truancy officer to ensure that students are present for instruction. This will be a key piece of meeting the Reading and Attendance SOA's.

**Demonstrate Fiscal Responsibility**  
**RESOURCES AND SUPPORT SYSTEMS**

***Maintain school level financial reports and utilize new procedures for district level financial record keeping.***

***Collaborate with community supporters to develop plans that will meet the needs of Norton Elementary and Middle School students.***

**Strategies**

- School bookkeeper will meet with the Principal on a monthly basis.
- Look for additional grant opportunities at the school level and the classroom level.
- Develop partnerships with local businesses and organizations and utilize talents within the community to enhance student experiences.
- Provide opportunities for parent involvement within the school setting.
- Work with PTA to fund or supplement projects that directly impact instruction and the student experience.

**Promote Student Activities and Programs that Promote Personal Development**  
**RESOURCES AND SUPPORT SYSTEMS**

***Expand our Greenhouse Committee partnership to increase the use of the greenhouse as an instructional resource.***

***Provide opportunities for family members to interact with students in a safe environment and under proper supervision.***

***Improve the middle school experience for our students.***

***Provide resources to ensure our Pre-K programs grow effectively.***

**Strategies**

- Grandparents Day Lunch (SRO present in Café)
- Greenhouse Projects- encourage families to work with children in individual classrooms to create outdoor gardens and other projects.
- Continue the Annual Farmer's Market Kid's Day for our school community.
- Recognize middle school athletic programs and promote student attendance.
- Continue to communicate the value and importance of our pre-k program to key stakeholders.

***Promote student projects, activities and programs that promote personal development and demonstrate authentic learning.***

#### **Strategies**

- Appalachian Heritage Days
- Mock Election
- School Play
- Science Fair
- Perfect Attendance and Honor Roll Recognitions each nine weeks.
- Morning Mile Program
- National Junior Honor Society

***Look for opportunities to enhance educational classrooms (Pre-k and kindergarten) and other means for sustainability for current programs implemented in the 2018-19 school year.***

#### **Strategies**

- Recruitment of 4 year old children- Registration and “Fun Night” during Spring Semester.
- Encourage new student and parent visits to our current programs.
- Look for new grant opportunities to enhance Pre K programs.

***Look for opportunities obtain funding for a SRO in the 2018-19 school year and sustain that position beyond 2018-19.***

#### **Strategies**

- Exploration of grants published by the DOJ.
- Explore community and corporate partnerships.
- Communicate the need for a full-time SRO and educate the citizens of their opportunities/responsibilities to assist.

#### ***Use Data to Improve Learning***

#### **USING RESULTS FOR CONTINUOUS IMPROVEMENT**

- ***Analyze SOL data from 2017-18 to guide instruction for the 2018-19 school year. Teachers will guide instruction based on formative assessment and a growth mindset.***

- ***Effectively utilize the resources of the Region 7 Comprehensive Instructional Program for all SOL tested subjects and use the 9 week benchmark assessments for formative assessment.***
- ***Utilize Afterschool Math and Reading Academies using data from SOL's, benchmark testing and other assessments in grades 3-7 to promote growth in core areas.***

### ***Strategies***

- Assessments will be analyzed to form instruction for remediation and enrichment in Math and Reading.
- Grade level/departmental meetings and on a monthly basis.
- Regular faculty meetings.
- Continue Professional Development: Assessment for Learning strategies will be utilized to form instruction and provide remediation to enhance student learning in all subjects.
- Implement Professional Development that examines data for the subjects of Reading and Math with leadership from the Reading and Math departments.
- Rubrics will be used to evaluate Project Based learning activities.