2018-19 & 2019-20 (Cuthbertson Middle School Improvement Plan

Contact Information			
School	Cuthbertson Middle	Date Prepared by Committee	9/20/18
Address	1520 Cuthbertson Rd. Waxhaw, NC 28173	Date Approved by School	10/11/18
		Phone Number	704-296-0107
School Website	http://www.ucps.k12.nc.us/Domain/12	Fax Number	704-243-1673
Principal	Michael Murray	Superintendent	Dr. Andrew Houlihan
School Improvement Team			
Committee Position	**Name**	**Email**	**Date Elected**
Principal	Michael Murray	michael.murray@ucps.k12.nc.us	2018
Assistant Principal Representative	Michelle Goode	michelle.goode@ucps.k12.nc.us	2018
Teacher Rep/ Chair	Larae Biggerstaff	larae.biggerstaff@ucps.k12.nc.us	2018
Instructional Support Representative	Stephanie Secker	stephanie.secker@ucps.k12.nc.us	2018
Instructional Support Representative	Cynthia Lonon	cynthia.lonon@ucps.k12.nc.us	2018
Teacher Assistant Representative	Sue Capone	sue.capone@ucps.k12.nc.us	2018
Teacher Representative	Michele Bost	michele.bost@ucps.k1.2nc.us	2018
Teacher Representative	David Patterson	david.patterson@ucps.k12.nc.us	2018
Parent Representative	Lori Fishman	lfish421@yahoo.com	2018
Parent Representative	Kerri Mickelson	kmickelson@carolina.rr.com	2018
Parent Representative	Susan Ellis	suenyg@me.com	2018
Parent Representative	Tameka Rivera	ttrivera08@live.com	2018
Guidance Representative	Rhonda Williams	rhonda.williams@ucps.k12.nc.us	2018

2018-19 & 2019-20 Cuthbertson Middle School Improvement Plan

Assessment Data Snapshot
Cuthbertson Middle has continued to rank in the top tier of middle schools within Union County Public Schools and the state of North Carolina. During the 2017-2018 school year, Cuthbertson Middle "Met" growth status. The middle of the day remediation/enrichment segments were continued to reach more children and to focus on growth in all core subject areas. Professional Learning Communities's continue to meet regularly to improve the instructional strategies that take place in each classroom. Cuthbertson received an overall composite score of 79.1.% (College and Career Ready) and 86.3% (Grade Level Proficient) in 2017-2018. Cuthbertson Middle also received a school performance grade of 84.4. Cuthbertson Middle growth index was a -0.69. The index and proficiency score recognize Cuthbertson as a "B" school according to the NC Report Card. There will continue to be an emphasis on reaching our struggling students while providing our high achieving students with challenging work to promote student growth. Student discipline records continue to be at a minimal and attendance is always high.

Profile

Cuthbertson Middle Schools strengths are a result of its improvements. Teacher and administrator retention has improved. This consistency in staffing has led to consistency in the instructional program. While the majority of the staff remains intact year-to-year, the increase in new hires is due to student growth. Enrollment has increased as a result of redistricting last spring. New neighborhoods in the attendance zone are attracting families from other states and counties.

Cuthbertson is one of the few middle schools to offer three foreign language courses for level 1 high school credit (Chinese, French & Spanish). We also offer high school credits for Math I, Math II and English I. This year we continue to partner with Wake Forest School of Medicine to train staff on Project/Problem Based Learning. We have also placed an emphasis on coding and stem curriculum initiatives. Data Days will continue this year as we look to continue to grow our students. Predictor scores and other EVASS Data is an essential part of this process. Math and Literacy will continue to be important components of focus with a goal of increasing math and reading growth by building on reading volume and stamina for all students in all content areas.

Our students continue to shine in and out of the classroom. Students have participated and performed well in the Math 24 competition as well as the county spelling bee. Our band and arts programs continue to flourish and our athletic programs remain at the top in the county with our cross country team currently being ranked #1 for boys and girls in the country.

UCPS
UNION COUNTY PUBLIC SCHOOLS

State Board of Education Goals

Goal 1 –	Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship
Goal 2 –	Every student has a personalized education
Goal 3 –	Every student, every day has excellent educators
Goal 4 –	Every school district has up-to-date financial, business, and technology systems to serve its students, parents, and educators
Goal 5 –	Every student is healthy, safe, and responsible
Goal 6 -	Ensure equity of educational opportunity for all students

UCPS Strategic Themes Aligned to State Board of Education Goals

UCPS Strategic Theme	EXPAND opportunities and support all levels for college and career readiness
Supports SBE Goal 1 ● Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship.	
UCPS Strategic Theme	ENHANCE academic programs to meet the needs of all students
Supports SBE Goal 2 ● Every student has a personalized education	
UCPS Strategic Theme	SUPPORT and develop UCPS employees
Supports SBE Goal 3 ● Every student, every day has excellent educators	
UCPS Strategic Theme	ENGAGE parents and community
Supports SBE Goal 4 ● Every school district has up-to-date financial, business, and technology systems to serve its student, parents, and educators	
UCPS Strategic Theme	FOSTER positive learning experiences for all students
Supports SBE Goal 5 ● Every student is healthy, safe, and responsible	
Supports SBE Goal 6 ● Ensure equity of educational opportunity for all students	

UCPS
UNION COUNTY PUBLIC SCHOOLS

Vision Statement

District: Produce high-achieving and globally competitive students by providing quality teachers, administrators, and staff within a context of innovative leadership for 21st century schools

School: The community of Cuthbertson Middle School is dedicated to continuing a safe and rigorous learning environment, in which students will: advance and utilize 21st century skills, increase global awareness, civic engagement and be challenged to their fullest potential to emerge as independent lifelong learners.

Mission Statement

District: Preparing ALL students to succeed.

School: Preparing All Students to Succeed

Shared Beliefs

- Students will thrive in a safe and orderly school environment.
- Students and teachers will have mutual respect for each other and their fellow classmates at all times.
- Students will meet or exceed anticipated growth predictions each school year in reading, math and 8th grade science.
- Administration will hire and retain highly qualified teachers.
- Teachers will provide extra support for students based on individual student needs.
- Students will have access to clubs, athletics and other activities that help meet their personal talents and interests.
- Students will be challenged academically through a rigorous and technology rich curriculum.
- Staff will form partnerships with parents and community stakeholders

Cuthbertson Middle Priority Goals

Formalize and implement with fidelity, system-wide procedures that ensure and support operation as Professional Learning Communities

1. Identify and implement specific research based instructional strategies that enhance academic rigor, encourage student creativity, and emphasize collaborative problem solving to improve achievement of all students.
2. Design and implement system-wide programs to enhance opportunities for all students to identify career goals and plan for their future.
3. CMS will prepare all students to be purposeful readers, critical thinkers and effective communicators.
4. Increase our School Performance Grade from a 84 to a 90 on the North Carolina School Report Card.
5. Research, plan for, create and implement a multi-tiered system of support (MTSS)
6. Develop a systematic, coordinated approach for addressing students' social emotional and behavioral learning needs.

EmpowerED Implementation Plan

AdvancED Improvement Priority #1

Priority Goal #1:	*Identify and implement specific research-based instructional strategies that enhance academic rigor, encourage student creativity, and emphasize collaborative problem-solving to improve achievement of all students.*
Supports District Strategic Themes/Objectives:	• ENHANCE academic programs to meet the needs of all students • SUPPORT and develop UCPS employees
Supports State Goals:	• Every student has a personalized education • Every student, every day has excellent educators
Data and Resources Used:	TIM Teacher DLCs Administrator DLCs EmpowerED Framework EOG/EOY/EOC Data The Innovator's Mindset Book Benchmark Data NC Check Ins

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: • Action Step • PD Action Step • Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time *Political	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning

Strategy / Action Steps	Personnel	Evidence	Resources	Timeframe
Strategy 1: Introduce and recognize level of TIM implementation within instructional practice Action Steps: • PDP Self Assessment of teacher on TIM • Conference with teacher on moving further on continuum of constructive learning • Year End Assessment for teachers/growth on TIM	Administrators	• Observations • Walk throughs • Progress monitoring by teachers and peers • Video Recording	Training on the TIM & advanced resources training Develop TIM Self Assessment Training on Digital Resources	Year
Strategy 2: Provide more PLC support for EmpowerED classroom Action Steps: Develop PLC non-negotiables PLC generated weekly agendas Peer Teacher Observations	Administrators All Staff Instructional Coach	• Student Growth • Observations • Teacher walkthroughs • Teacher Collaboration • Continued increased use of data-driven instruction • STEM infusion into content	• Non Negotiables • PLC Minutes • Data CHarts • Anchor Standards • Interactive PLC agendas between staff & admin • PLC Cycle Flow Chart	• ongoing • monthly meetings for staff • weekly PLC meetings
Strategy 3: Improving core instruction Action Steps: • Providing Professional development on the use of GRR • Developing student creativity thru use of PBLs • Teachers are required to implement 2 PBL's each semester. • Use of directive and dialogical coaching with all teachers • Consistent use of small group instruction during core instruction in all content areas • Continue to improve our intervention process • Book Study: The Innovator's Mindset • Teacher Collaboration strategies	Administrators All Staff Instructional Coach	• PBL lessons • teacher collaboration • Coaching Sessions(video) • PLC minutes • Student Growth in summative and formative assessments • Memory/Success Walls in grade level halls showing successful	• Video Equipment • WF Repository • Planning time • Coaching Log/Communication Logs	Year

● Build Trust		PBLs/student work samples ● Guided Questions/Discussion for Book Study		

AdvancED Opportunity for Improvement #1	
Priority Goal #2:	*Design and implement system-wide programs to enhance opportunities for all students to identify career goals and plan for their future.*
Supports District Strategic Theme/Objective:	● EXPAND opportunities and support all levels for college and career readiness ● ENGAGE parents and community ● FOSTER positive learning experiences for all students
Supports State Goals:	● Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship
Data and Resources Used:	Naviance

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: ● Action Step ● PD Action Step ● Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time *Political	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: All 7th graders will participate in a college visit. ● Students will participate in work-based learning activities.	School Naviance Leadership Team (SNLT)	Naviance Inventory		Year
Strategy 2: All students will complete their grade level activities on the UCPS Naviance Scope and Sequence for 2018-19. ● Students will create smart goals for the school year.	SNLT Teachers	% of students completing tasks	Naviance	Year
Strategy 3:Students will participate in a Career Day Activity. ● PSAT/College Prep Night	SNLT	Student Participation Parents	Professionals	October 19 Post PSAT results

Priority Goal #3:	*CMS will prepare all students to be purposeful readers, critical thinkers and effective communicators.*
Supports District Strategic Theme/Objective:	EXPAND opportunities and support all levels for college and career readiness ENHANCE academic programs to meet the needs of all students FOSTER positive learning experiences for all students
Supports State Goal:	Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship.
Data and Resources Used:	*EVASS Data, NC Check Ins, benchmarks, progress reports, report card.*

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: ● Action Step ● PD Action Step ● Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time *Political	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: independent Reading Initiative ● SSR-Silent Sustained Reading ● Media Center Challenges and Connections ● Reading Logs ● Student Reflection ● Media Center collaboration	Admin. Literacy Team	Survey and student reflection Reading Engagement Inventory Taking every opportunity to read independently		Year

Strategy 2:GRR Framework
● Block framework
● Effective Practices
● Accountable Talk
   o Shared strategy groups
   o PLCs
   o Grade level meetings
   o Staff meetings
	Admin.
	Literacy Team
		Walkthrough benchmark/common assessment data
		Active engagement activities
		Accountable talk
		Small groups
		Goal setting to promote student growth
		Teacher reflection
				Year

Strategy 3:Create a Literacy Leadership Team ● Learning Walks ● Professional Learning ● Literacy Learning Communities	Admin. Literacy Team	Meet weekly/monthly Walkthroughs Monitor Teacher talk minutes Teacher reflection		Year

Priority Goal #4:	*Increase our School Performance Grade from an 84 to a 90 on the North Carolina School Report Card.*
Supports District Strategic Theme/Objective:	EXPAND opportunities and support all levels for college and career readiness.
Supports State Goals:	Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship Every student, every day has excellent educators
Data and Resources Used:	*EVASS Data, NC Check Ins, benchmarks, progress reports, report card.*

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: ● Action Step ● PD Action Step ● Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time *Political	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: Use Data to drive instructional planning ● Analyze assessment data including EVASS, EOG disaggregated standard data focused on students and teachers, common assessments, NC Check Ins. ● Create target list of students based on EOG scores and common assessment data with the goal of focusing on their growth.	Admin team Instructional Coach	Student grades, benchmark growth and performance, EOG growth and proficiency		

Strategy 2: Implement small group enrichment opportunities facilitated by teachers during the middle portion of the day.	Admin team Instructional Coach	Student grades benchmarks, EOG performance growth and proficiency.		Year
Strategy 3: Hire tutors to push into Math and Language Arts courses.	Admin team Instructional Coach	Student grades benchmarks, EOG performance growth and proficiency	School Funding	Year

Priority Goal #5:	*Research, plan for, create and implement a multi-tiered system of support (MTSS)*
Supports District Strategic Theme/Objective:	Every student has a personalized education & Every student is healthy, safe, and responsible
Supports State Goals:	High achieving and globally competitive students & Safe, orderly, and caring schools producing healthy and responsible students.
Data and Resources Used:	MTSS training, EOG results, remediation plan/data, Survey results, Parent feedback

Strategies Research-based strategy and supporting action steps to address data-identified area of improvement. Examples include: • Action Step • PD Action Step • Reflection/Evaluation Action Step	Point Person & Team Members (Name/Title)	Evidence of Success (Measures of Student Impact) *Benchmarks *Progress Monitoring	Resources *Financial - estimated cost/ source *Human *Time	Timeline (Start-End) *BOY Workdays *Early Release Days *Other school-based professional learning
Strategy 1: Establish an MTSS school leadership team • Define roles and responsibilities of members • Continue to improve our intervention process	Admin Team Intervention Leadership Team	• Scheduled PD sessions with staff on MTSS process • Provide teachers with responsibilities for MTSS • Monthly MTSS meetings		
Strategy 2: Research and plan for the implementation of MTSS • Conduct a core instruction needs assessment and data analysis • Use a data-based problem-solving approach to make educational decisions	Admin Team Intervention Leadership Team	• Review of EOG/EOC results with use of previous student supports		

● Solicit stakeholders' input		● Creation of student watch lists for 2nd and 3rd level of MTSS support ● SbMT meetings		
Strategy 3:Plan and implement a school MTSS process ● Conduct core instruction needs assessment and data analysis, develop Tier 1 foundational plans ● Use data based problem solving approach to make educational decisions ● Establish school based intervention Tier 3 Team	Admin Team Intervention Leadership Team	● Staff participates in MTSS PD on ½ days throughout the year ● Grade level PLC meetings held each week with administrative attendance ● Parent conferences held with struggling students		
Strategy 4:Evaluate the effectiveness and fidelity of the implementation of MTSS ● Utilize the Self-Assessment of MTSS Implementation (SAM) ● Utilize the Tiered Fidelity Inventory (TFI)	Admin Team Intervention Leadership Team	● Review 2017-18 EOG results ● Review of staff, student and parent survey data		

UCPS
UNION COUNTY PUBLIC SCHOOLS

School Improvement Plan Approval			
Committee Position	**Name**	**Signature**	**Date**
Principal	Michael Murray	*Michael Murray*	10/18/18
Assistant Principal Representative	Michelle Goode	*Michelle Goode*	10/18/18
Teacher Representative	Cyndi Lonon	*Cyndi Lonon*	10/18/18
Teacher Representative	Larae Biggerstaff	*Larae Biggerstaff*	10/18/18
Teacher Representative	Stephanie Secker	*Stephanie Secker*	10/18/18
Teacher Representative	Sue Capone	*Sue Capone*	10/18/18
Teacher Representative	Michele Bost	*Michele Bost*	10/18/18
Teacher Representative	David Patterson	*David Patterson*	10/18/18
Counselor Representative	Rhonda Williams	*Rhonda Williams*	10/18/18
Parent Representative	Lori Fishman	*Lori Fishman*	10/18/18
Parent Representative	Kerri Mickleson	*Kerri Mickelson*	10/18/18
Parent Representative	Susan Ellis	*Susan Ellis*	10/18/18
Parent Representative	Tameka Rivera	*Tameka Rivera*	10/18/18
Parent Representative			
Parent Representative			