

Martinsburg North Middle School 1003(g) Grant Proposal



**Berkeley County Schools
June 2011**



Martinsburg North Middle

- 549 students
- Grades 6-8
- 63.65% free and reduced rate
- 36% minority
- 19.6% special education
- 3% ESL





Needs Assessment

Strengths

- Implementation of Acuity
 - Discipline referrals dropped from 1135 to 811 (over 28%) from 2006 to 2009
 - Opportunity to hire new assistant principal and new guidance counselor in same year may lend itself to implementation of positive behavioral supports
 - Renovation/additions
 - HQ rate increase to 89.1% (up over 20% in 3 years)
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Needs Assessment

Challenges

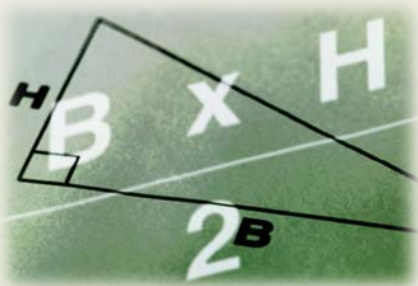
- Reducing staff and administrative turnover
 - Establishing a collaborative culture
 - Further reducing discipline referrals
 - Limited availability of technology and no wireless access
 - Student ratio 155:549
 - Teacher ratio 20:54
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Needs Assessment

Challenges

- Increasing mathematics achievement
- Increasing parent involvement
- Decreasing tardiness





District Capacity

- District scored 21 out of 24 capacity points
 - No SEA intervention in LEA governance, strategic plans approved, 76-100% of Title I schools met AYP, district and school leadership teams in place
 - Second year of PLC pilots and training
 - LEA overall achievement ranking in middle group
 - No fiscal findings requiring repayment
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Stakeholder Involvement

- Board of Education
- County Leadership Team
- School Leadership Team
- Faculty
- LSIC
- PTA





School Grant Goals

- Develop highly skilled professional learning communities
 - Utilize data to drive instruction
 - Increase achievement in the all group in both reading and mathematics by 5%
 - Increase percentage of students who exhibit typical growth in math and reading annually
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Broad Initiatives

- Intensive professional development
- Additional administrative support from turnaround specialist
- Extended time
- Parent education programming
- Social work/attendance program
- Teacher rewards





Intensive Professional Development

Professional Learning
Communities

A Venn diagram consisting of two overlapping circles. The left circle is a solid light blue color and contains the text 'Professional Learning Communities'. The right circle is filled with a vertical blue hatched pattern and contains the text 'Using Data to Drive Instruction'. The overlapping area in the center is a darker shade of blue.

Using Data to Drive
Instruction



Three-Year PD Plan

Year 1

- Developing PLC's
- Using Acuity data to drive instruction

Year 2

- Differentiating instruction
- Student engagement
- Providing interventions
- Common assessments

Year 3

- Grading, rubrics, and evaluation
 - Transitioning to independence
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Plan and Timelines: Year 1

Date	Topic	Presenter(s)
8/16/10 8/17/10 8/18/10	WVDE Training for Transformation Specialist	West Virginia Department of Education
9/16/10 9/17/10	Initial Planning Meeting and Building Level Needs Assessment	Solution Tree/Marzano Research Associates: Paul Farmer
9/30/10	PLC On-Site Orientation for Faculty and Staff	Solution Tree: Anthony Muhammad
10/11/10	Using Data to Drive Instruction	Solution Tree/Marzano Research Associates: Paul Farmer



Plan and Timelines: Year 1

Date	Topic	Presenter(s)
1/26/11	Facilitating Data Teams with Acuity Benchmark Data: Benchmark II	Solution Tree/Marzano Research Associates: Paul Farmer
2/16/11 2/17/11 2/18/11	Shared leadership, the change process, collaboration, teaming, and IPI data review.	West Virginia Department of Education
2/21/11	PLC Continued Training, Based on Building Needs Assessment: Working with Individual Teams and Monitoring Product	Solution Tree/Marzano Research Associates: Paul Farmer
3/2/11	PLC Continued Training, Based on Building Needs Assessment: Working with Individual Teams and Monitoring Product	Solution Tree: Anthony Muhammad



Plan and Timelines: Year 1

Date	Topic	Presenter(s)
4/1/11	Facilitating Data Teams with Acuity Benchmark Data: Benchmark III	Solution Tree/Marzano Research Associates: Paul Farmer
4/12/11	PLC Continued Training, Based on Building Needs Assessment: Working with Individual Teams and Monitoring Product	Solution Tree: Anthony Muhammad
4/21/11 4/22/11	Strategic Planning, Evaluation of Professional Development and the Budgeting Process.	West Virginia Department of Education
8/15/11	PLC Transition to Year 2 Planning	Solution Tree/Marzano Research Associates: Paul Farmer



Plan and Timelines: Year 2

Dates	Topics	Presenter(s)
10/11	Instructional Practices: Making Differentiated Instruction Work	Solution Tree
10/11	PLC Working with Individual Teams and Monitoring Product	Solution Tree
11/11	Instructional Practices: Monitoring Implementation	Solution Tree
12/11	PLC Working with Individual Teams and Monitoring Products	Solution Tree
1/12	Instructional Practices: Debriefing from Monitoring	Solution Tree
2/12	Instructional Practices: Differentiating Instruction II	Solution Tree



Plan and Timelines: Year 2

Date	Timelines	Presenters
3/12	PLC Working with Individual Teams and Monitoring Products	Solution Tree
4/12	Working with Individual Teams and Monitoring Implementation	Solution Tree
5/12	PLC: Working with Individual Teams and Monitoring Products	Solution Tree
8/12	Administrative Training for PLC's: Principal, Assistant Principal, and Transformational Specialist	Solution Tree
8/12 - Two-Day Training Prior to School Term	PLC's: Teacher Leader Training	Solution Tree
8/12	Instructional Practices: Effective Grading Practices	Solution Tree



Plan and Timelines: Year 3

Dates	Topic	Presenter(s)
Late September 2012	Working with Individual Teams and Monitoring Implementation of Effective Grading Practices	Solution Tree
October 2012	Working with Individual Teams and Monitoring Implementation of Effective Grading Practices	Solution Tree
October IS Day 2012	Instructional Practices: Designing Good Assessments	Solution Tree
November 2012	PLC's: Working with Individual Teams and Teacher Leaders: Transitioning to Independence	Solution Tree



Plan and Timelines: Year 3

Date	Topic	Presenter(s)
December 2012	Working with Individual Teams and Monitoring Implementation of Designing Good Assessments	Solution Tree
January 2013	PLC: Working with Individual Teams and Teacher Leaders: Transitioning to Independence	Solution Tree
February IS Day, 2013	Instructional Practices: Designing Common Assessments	Solution Tree
Late March 2013	Working with Individual Teams and Monitoring Implementation of Common Assessments	Solution Tree



Plan and Timeline: Year 3

Dates	Topic	Presenter(s)
April 2013	Working with Individual Teams and Monitoring Implementation of Common Assessments	Solution Tree
August 2013 IS Day	PLC's: Sustaining Implementation	Solution Tree



Turnaround Administrator

- Monitors consistency of instructional delivery for adherence to the standard implementation of the transformation model that has been planned.
 - Directs the execution of a detailed project plan during each year of the transformation model.
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Turnaround Administrator

- Serves as a liaison between the school, the Office of Federal Programs, and the Chief Instructional Leader regarding progress on the planned transformational model.
 - Works closely with small groups of teachers on specific action items to plan, implement, and evaluate student achievement as it relates to the school improvement plan.
 - Timeline: July 2010 through grant duration
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Extended Time

- 61 two-hour after school sessions with late bus provided (Mondays and Wednesdays, September through May)
 - 45 minutes before school daily
 - Sixth-grade summer academy to facilitate transition to middle school (August 9-12)
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Parent Programs

- Monthly educational program provided by counselor, social work/attendance employee, district diversity coordinator, principal, or school nurse
- Parent and student activities organized by teachers





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Parent Programs

- Opportunity to access/learn about Edline
- Displays of student work
- Healthy snacks provided by PTA
- Timeline: September through May





Teacher Rewards

- \$1,000 reward for meeting summative achievement goals and individual goals
- Teachers can choose from three options
 - Materials and supplies
 - Tuition for advanced courses
 - Out-of-state conference





Braided Resources

Title I County Improvement

- New special education teacher workshop
- Special education teacher mentor
- Culturally responsive teacher strategies book study
- Creating cultures that support high performance among English Language Learners

Title II

- LLG: Essential Curriculum, Power Strategies for Effective Teaching, Engaging Classroom Assessments
 - Tech Steps
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Braided Resources

Title II

- Teacher Leadership Institute and ongoing webinars

Title III

- ESL Tutoring
- Substitutes for training on school cultures that support high academic achievement for English Language Learners

Bond/SBA



LEA Monitoring and Evaluation

Turn Around Specialist

- Monitor the consistency of instructional delivery for adherence to the standards of implementation of the transformation model.
- Guide the implementation of the detailed project plan and ensure that all documentation and evaluation procedures are followed.





LEA Monitoring and Evaluation

Turn Around Specialist

- Advise and consult regarding the collaborative development of the school strategic plan.
- Serve as a liaison between the school, the Office of Federal Programs, the Chief Instructional Leader, and the superintendent's cabinet regarding progress on the planned transformation model.





LEA Monitoring and Evaluation

Turn Around Specialist



- Hold a formal monthly meeting with the chief instructional leader, federal programs director and deputy superintendent to provide updates on the school's progress in addition to regular ongoing communication.
- Consult regarding the development of budgets and plans for the second and third years of the grant, troubleshoot any communication issues, and assist the school with data analysis and the details of planning staff development sessions.

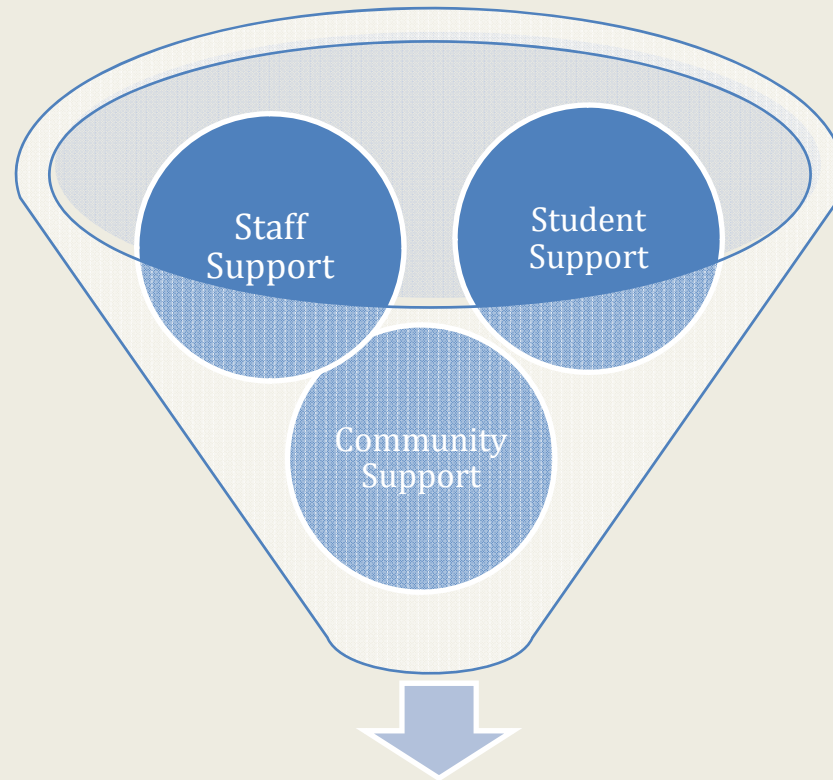


LEA Monitoring and Evaluation

- Quarterly meetings among the chief instructional leader, the turnaround administrator, and the school principal to review data.
 - Quarterly meetings between the principal and her supervisor focusing on administrative goals.
 - County leadership team participation in the support trainings provided by the SEA with the school leadership team from Martinsburg North Middle School.
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Multifaceted Approach



Student Achievement
