Bainbridge Island School District School Improvement Plan (draft 2) 2018-2019

Date: May 16, 2018

School: Woodward Middle School

Site-Based Council Members:
Liz Garcia, Julee Longridge, Barbara Boulware, Paul Meehan, Brian Windrope (8th teacher)

Parents: Stacey Nordgren, (7th parent), Molly Apel, Lee Muir
Students (7th student), Aaron Ramirez, Iris Lin

Principal: Jeffrey W. Hale

Associate Principal: Travis Tebo

Bainbridge Island School District Mission
Our mission as a learning organization is to ensure that every student is:
• Prepared for the global workplace,
• Prepared for college,
• Prepared for citizenship in a democratic society, and
• Prepared for personal success.

BISD Targeted Outcomes
In order to prepare students for future success, the Bainbridge Island School District is committed to achieving targeted outcomes in the areas listed below.
• Increasing readiness for career, college and citizenship
• Improving student achievement
• Ensuring academic growth for every student
• Closing opportunity gaps
• Providing safe and positive learning environments that support the social and emotional well-being of students.

BISD Theory of Action
The District will implement the following strategies to achieve these goals:
1. High quality instruction that ensures academic growth for every student
2. High quality assessment and data collection tools to support student learning
3. High quality curriculum that supports instructional goals
4. High quality staff who promote student learning
5. High quality environment that promotes safety and positive culture

School Improvement Plan
Each school in the Bainbridge Island School District will implement a School Improvement Plan, guided by the BISD priorities.
Our School Vision: The students, staff and families of Woodward Middle School are dedicated to:

- Developing relationships with our students and our fellow staff members while honoring them as individuals.
- Cultivating an environment that is supportive, flexible, and safe.
- Providing a meaningful, intellectually stimulating, and integrated curriculum that fosters a love of learning.
- Allowing time for reflection and offering opportunities for success, self-discovery, and personal growth.
- Creating a fun learning environment through innovative instruction and engaging activities.
- Celebrating educational, developmental, and cultural diversity.
- Working in partnership with our families and the community.
- Modeling a commitment to lifelong learning.
- Empowering individuals to care for their natural environment, their community, and their world.

......Connecting......Creating.....Challenging......

Background Data: 2017/2018 school year

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>ELA SBA % Proficient</th>
<th>Math SBA % Proficient</th>
<th>Science % Proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>WMS 7th</td>
<td>90%</td>
<td>81%</td>
<td>NA</td>
</tr>
<tr>
<td>WMS 8th</td>
<td>76%</td>
<td>69%</td>
<td>71.2%</td>
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<tr>
<td>WA State Avg 7th</td>
<td>59.6%</td>
<td>49%</td>
<td>NA</td>
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<tr>
<td>WA State Avg 8th</td>
<td>58.9%</td>
<td>47.5%</td>
<td>52.9%</td>
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</tbody>
</table>
Bainbridge Island School District

School Improvement Plan (draft 2)  2018-2019

<table>
<thead>
<tr>
<th>District Priority #1: FOCUS AREA</th>
<th>School Goal: Students will improve their social emotional health and see an increase in their academic performance.</th>
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<td>High quality instruction that ensures academic growth for every student.</td>
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</table>

**Student Specific Objectives**
(Specific, Measurable, Achievable, Realistic & Timely)

**Students will increase their academic performance and sense of well-being through frequent social/emotional learning activities, Seminars, and imbedded curriculum (specifically in 7th grade).**

<table>
<thead>
<tr>
<th>Major Actions/Activities</th>
<th>Responsible Party</th>
<th>Target Date</th>
<th>Evidence of Accomplishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>o Seminar committee will continue to plan student lessons/activities and train our staff in SEL focusing on new lessons for 8th grade students</td>
<td>Administrators Seminar team LIT Teams 7A and 7B</td>
<td>June 2019</td>
<td>Survey results 3% increase in SB scores</td>
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<tr>
<td>o Survey students to identify needs and develop support systems.</td>
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<tr>
<td>o Investigate imbedding curriculum into 7th grade regarding marginalized groups, hate speech, and the history surrounding equity.</td>
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<tr>
<td>o Develop process for collecting social/emotional data</td>
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<td></td>
<td></td>
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<tr>
<td>o Refer students or start student support groups based on SEL needs</td>
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Track the number of Counselor referrals related to SEH to look for a decrease over time in suicidal ideation, self-harm, anxiety, and other mental health issues.

Track the number of students with D's/F's that we send up to BHS to look for decrease.

Track Discipline; look for decrease

Track incidents of hate speech; look for decrease
| Student learning will be positively impacted by the use of technology in the classroom to enhance communication and learning. | Continue staff training in technology | Tech Dept, Assistant Principal Patrick/Tech Committee & Leadership Team | June 2019 | Teacher reports, Staff, Parent & Student surveys, Classroom observations |
**District Priority #2:**
High quality assessment and data collection tools to support student learning.

**School Goal:**
Staff will continue to improve assessment techniques and use data analysis to individualize instruction and measure student growth.

**Student Specific Objectives**
(Specific, Measurable, Achievable, Realistic & Timely)

<table>
<thead>
<tr>
<th><strong>Staff will continue to use data to identify students who need additional support and provide enhanced programs for them to help them pass the state assessments.</strong></th>
<th><strong>Major Actions/Activities</strong></th>
<th><strong>Responsible Party</strong></th>
<th><strong>Target Date</strong></th>
<th><strong>Evidence of Accomplishment</strong></th>
</tr>
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</table>
| o Continue to refine data systems for entrance and evaluation of:  
- math lab  
- read naturally  
- language arts lab  
- homework assistance program  
- Achieve program | Teaching Staff  
MTSS teachers  
Counselors  
Achieve teacher | June 2019  
May 2019 | Data collected to measure impact of each intervention program  
At least 80% of these students will pass SBA  
Track the number of students with D’s/F’s that we send up to BHS to look for decrease. |

<table>
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<tr>
<th><strong>Staff will continue to refine and sharpen their data analysis skills to target instruction and differentiate learning.</strong></th>
<th><strong>Major Actions/Activities</strong></th>
<th><strong>Responsible Party</strong></th>
<th><strong>Target Date</strong></th>
<th><strong>Evidence of Accomplishment</strong></th>
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</table>
| o Continue to assist staff in data analysis  
o Staff will use data to differentiate instruction for all students; SBA Interim assessments  
o Use Differentiation Specialist to support teachers with differentiation  
o Use formative and summative assessments | District Assessment Coordinator & School Differentiation Specialist/TOSA  
Admin/Staff | June 2019 | Staff survey  
Staff data & Admin observations  
LIT monitors program & data  
Staff/Student/Parent survey |
## District Priority #3: High quality curriculum that supports instructional goals.

**School Goal:** Staff will imbed our new Health standards into PE and Seminar, and continue current practice in Science. Work to complete our science curriculum review and adoption. Continue to monitor lessons and connect to CCSS and NGSS.

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</table>
| **Departments will make appropriate changes to bring our curriculum into alignment with the standards; NGSS and CCSS** | ○ Complete Health/fitness Review process and imbed in PE/Seminar | Science & PE Depts | June 2019 | Science: New materials selected  
Observation of PE/Seminar lessons and instruction and curriculum map. |
| ○ Science classes and NGSS curriculum review and adoption process  
○ Complete Social Studies Review  
○ PLTW  
○ CTE Courses  
○ Inspire Speakers/Guest Speakers | | |
| **Staff will continue to modify curriculum after examining state testing results.** | ○ LA/Math/Science will meet to examine state testing data  
○ Math Dept. will give SB Interim assessments and use results to modify instruction  
○ Special Education students will practice with the Interim SBA platform with modifications to make sure they are ready and successful on state test | Depts | Feb 2019 | Dept. Minutes  
Test results |
| | | | | |

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**District Priority #4:**
High quality staff who promote student learning.

**School Goal:** New staff members will participate in a rigorous mentorship program. All returning staff will be supported in their professional development pursuits.

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</tr>
</thead>
<tbody>
<tr>
<td><strong>Mentors will support new staff in our school.</strong></td>
<td>o Each first year teacher will be supplied with a mentor teacher and training.</td>
<td>Mentors</td>
<td>June 2019</td>
<td>Successful first year of teaching at WMS</td>
</tr>
<tr>
<td></td>
<td>o New staff to our school will be part of a teaching team to incorporate our curriculum, pacing, &amp; procedures in a collaborative way. Admin training with new staff.</td>
<td>Staff Admin</td>
<td></td>
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<tr>
<td><strong>Administration will support professional development of staff pursuing extended certification &amp; training.</strong></td>
<td>o Professional development involvement focus on SEL; Staff Retreat.</td>
<td>Building &amp; District Admin</td>
<td>June 2019</td>
<td>Successful completion of programs by staff</td>
</tr>
<tr>
<td></td>
<td>o Teachers pursuing National Boards</td>
<td></td>
<td></td>
<td>At least one additional teacher this year to pass National Boards.</td>
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<tr>
<td></td>
<td>o CTE certification support</td>
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<td></td>
<td>o Additional certification programs or renewals (paras)</td>
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<td></td>
<td>o Participation in technology training; Staff Retreat. Tech days throughout year offered by District.</td>
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<td></td>
<td>o New teacher certification requirements; teachers take exams for their cert.</td>
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### District Priority #5: FOCUS
High quality environment that promotes safety and positive culture.

### School Goal
By June of 2019, WMS will increase positive school climate and decrease reported incidences of harassment, bullying, and threatening behaviors through creating deliberate opportunities for connections between staff and students, community communication and intentional instruction.

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| **Students will have more opportunities to make connections among students and staff to improve their social and emotional skills.** | o Expand seminar topics to include SEL, study skills, tolerance and the power of words, hate speech, negative effects of JUULing, allyship.  
  o Increase Student Voice  
  o Student Feedback as a resource to guide future work, instruction, and movement forward. | Admin/LIT/Leadership Seminar team  
Admin/Leadership | Aug 2018  
Jun 2019 | Student feedback  
Staff/student/parent feedback  
Changes to instruction based on student feedback  
Student Survey by class/grade level, whole school |
| **WMS staff will support preventative programs and policies related to tobacco, drug, & alcohol abuse, and Internet safety through classroom instruction, community outreach and counseling referrals.** | o Promote healthy alternatives/peer decision making skills  
  o Digital Citizenship sessions  
  o Review Healthy Youth Survey results  
  o SOS training and implementation  
  o Counselors track student referrals by frequency and type.  
  o Social/Emotional Survey and seminar activities  
  o Use Raising Resilience as parent resource | Natural Helpers  
PE Teachers and Science Teachers Seminar Leaders Librarian  
Counselors and Science Teachers Staff  
RR/Parents | June 2019  
Wint 2018  
Jun 2019 | Class presentations feedback  
Student/staff feedback via survey and anecdotal evidence  
Student surveys  
Counselors tracking data  
Student Academic |
| Students and staff will continue to compost and recycle and promote responsible citizenship. | o Continue our recycling practices including composting and reuse.  
o Encourage outside user groups, students & staff to recycle | Staff | June 2019 | Staff feedback |
| WMS staff will increase awareness and acceptance of diversity among our students/staff through assemblies, science class workshops and Wildcat Seminar discussions. | o MLK Activities  
o Teaching of social skills and acceptance in Seminar  
o Assemblies, science class training  
o Examine Cultural Responsive Teaching/training  
o 7th grade curriculum addition of marginalized groups  
o Creation of a WMS Equity Team  
o Equity training for all staff  
o All staff will read the book BlindSpot | Equity Team Leader, MAC representative/Librarian | June 2019 | Assembly/Classroom presentations |

Student/staff/parent feedback & survey