

Community Unit School District 300 School Improvement Plan, 2017-2018



School Name	Dundee Middle School
Principal Name	Jeff Herb
Mission and Vision	Mission: To ensure all students are college or career ready upon graduation Vision: To provide an exemplary education in a safe and rewarding environment
School Improvement Team Members	Jeff Herb, Nikki Woodbury, Doug Kouri, Wendi Rosulek, Sandy Carrozza, Kristine Pizzolato, Judy Yuvan, Leanne Janis (Parent)
Cabinet Member Signature and Date	
Superintendent Signature and Date	
Board President Signature and Date	

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District Goal #1: Develop Great Teachers and Leaders					
SIP Goal #1: SMART Goal					
By the end of the 2018-19 school year, Dundee Middle School will move from Average Implementation to More Implementation in the Collaborative Practices category of the 5Essentials Survey.					
Target Group or Subgroup:					
Leadership Team and Teachers at DMS					
Rationale/Research: (Wiseways or other)					
To continue in our progression of PLC implementation, it is important for teachers and leaders to continue reviewing instructional strategies, instructional practices, and assessment data to make the best instructional decisions for our students.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Develop plan to allow for observation of other teacher's classrooms	12/17	Instructional Leadership (Herb, Woodbury, Kouri)			
Teachers generate areas for which they would like peer feedback	3/18	Teachers, Departments			
Utilize standardized cross-team agenda to outline data discussions	10/17	Teachers, Administration			
Formulate cross-team data goal based on iReady benchmark data	9/17	Herb, Cross-Teams			
Discuss and align instructional strategies based on student data and feedback	5/18	Instructional Leadership, Teachers			
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Cross-Team agenda template, Cross-team Connect meetings, Data Review.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
Score: 54 - Average Implementation (2017)	Winter 2018 Score 57	Winter 2019 Score 64			

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District Goal #2: Engage Family and Community					
SIP Goal #2: SMART Goal					
By the 2018-2019 school year, Dundee Middle School will demonstrate improvement in the area of Parent Involvement by increasing the rating score from 46 to 56 as measured by the 2017 Illinois 5Essentials Survey.					
Target Group or Subgroup:					
Parents/Community					
Rationale/Research: (Wiseways or other)					
Parents are instrumental to our success. Making sure they are aware of what is happening at the building and the tools available to them at home to support their students is key in bridging an effective partnership.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Increase opportunities for positive feedback communication with families.	5/17	Admin Team, Department Reps, Teachers	None	None	
Utilize YouTube and Facebook to connect with families and share what is going on in the building (both academically and extracurricularly).	5/19	Admin, Teachers	None	None	
Conduct 15 “check-ins” with DMS families each month	5/19	Admin	None	None	
Promote volunteer opportunities at DMS via social media and RCS.	1/18	All staff	None	None	
Develop action list for parents we personally invite to conferences.	11/17	Herb	None	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Positive Referral program, Google Sheet for family contacts, Google Sheet for parents receiving personal invite to conferences.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
46 in 2016	Winter 2018 50	Winter 2019 56			

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District Goal #3: Equitable and Efficient Use of Resources					
SIP Goal #3: SMART Goal					
By the end of the 2017-18 school year, Dundee Middle School will move from Average Implementation to More Implementation in the category of Teacher Influence on the Illinois 5Essentials Survey.					
Target Group or Subgroup:					
Staff at Dundee Middle School					
Rationale/Research: (Wiseways or other)					
Including stakeholders in decisions increases program coherence and support. Utilizing the resources existing in your organization leads to the development of a plan that is representative of what can actually be enacted and potentially successful.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Move to Zero Based Budget to allow for the reallocation of funds to support underserved programs and areas of the building.	ongoing	Herb, Woodbury, Department Reps	School	NA	
Institute process for recommending large-scale building purchases or improvements and transparency in approval of those recommendations	10/17	Herb, Woodbury	School	NA	
Continue developing PLCs and demonstrate how autonomy exists within each team while still moving forward with the district/school focus.	ongoing	Herb, Woodbury, Kouri, Department Reps	School/District	NA	
Form ad-hoc committees as necessary to determine the needs of the building and course of action to provide support.	ongoing	Herb, Woodbury	School	NA	
Attend Team Meetings	ongoing	Herb, Woodbury, Kouri	NA	NA	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Develop a survey that addresses the tenets of the 5Essentials survey that focuses on Teacher Influence, attend team meetings					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
Score 53 (Average Implementation)	Winter 2018 59	Winter 2019 63			

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District Goal #4: Develop the Whole Child					
SIP Goal #4: SMART Goal					
Increase the Academic Personalism score on the 5Essentials survey from Average Implementation in 2017 to More Implementation by the end of the 2018-2019 school year.					
Target Group or Subgroup:					
All students at DMS					
Rationale/Research: (Wiseways or other)					
Teachers connect with students in the classroom and support them in achieving academic goals.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Extended Learning Time (ELT) Lessons presented by teachers/Administration discussing how to get assistance from teachers and advocate for their learning.	12/16	Admin/ELT Teachers	School	none	
Continued staff PD regarding PLCs and how to best support students in and outside of the classroom	12/16	Admin (Herb, Woodbury)	School	none	
Look at individual student data to best support students via Data Review meetings taking place three times yearly.	ongoing	All staff	School	none	
Incorporate lessons on 1:1 technology and student ownership of learning. Develop ways for students to personalize learning using available technology and tools.	ongoing	DLCs, Admin Team, Teachers	School and District	none	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
We will survey students via Google Forms and do frequent check-ins to gauge their perception.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
56 (2015)	Fall 2016	Winter 2016	Spring 2017		

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Goal #5: Academic Progress					
SIP Goal #5a: <i>ELA (Reading)</i> SMART Goal:					
By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 10% overall in the area of reading on the PARCC assessment, as compared to 43.9% of students meeting or exceeding standards on the 2015-16 PARCC assessment schoolwide. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for an overall growth of at least 10% by the end of this three year period (53.9% meeting or exceeding standards).					
Target Group or Subgroup:					
Low Income: To improve PARCC reading from 26% to 53.9% by Spring of 2019. IEP: To improve PARCC reading from 7.9% to 53.9% by Spring of 2019. LEP: To improve PARCC reading from 14.3% to 53.9% by Spring of 2019. Hispanic: To improve PARCC reading from 35.9% to 53.9% by Spring of 2019. Black: To improve PARCC reading from 12% to 53.9% by Spring of 2019.					
Rationale/Research: (Wiseways or other)					
Serve the needs of all students by targeting deficits in our subgroups. Reading is a fundamental component of our core instruction, boosting skills in this area will have a positive impact in all content areas.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Implement the ELA curriculum frameworks with focus on student mastery of priority standards.	August 2018	Herb, Dept Rep, ELA teachers	District		
Implement i-Ready instructional lessons in ELT and in Core as response to diagnostic deficiencies.	December 2017	Herb, APs, ELT teachers, Core staff	District /School		
Enhance entry and exit strategies to streamline entrance/dismissal from interventions (LLI and CR)	August 2017	Herb, School Psych, ELA teachers	District /School		
Expand use of i-Ready lessons to include teacher-driven use and also home-based instruction through web portal.	May 2018	Herb, APs, School Psych, teachers	School		
Develop ways in which cross-curricular activities can unify instruction and carry themes among classes.	January 2018	Admin Team, Department PLCs	School		

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Identify the lowest quartile of students on the 2016 ELA PARCC Assessment. Provide appropriate interventions through i-Ready on-line instruction, individualized classroom support, and/or additional services through building interventionists/reading specialists/special education. Monitor the growth of the students using i-Ready diagnostic tools. Track the students' success on the 2017 ELA PARCC Assessment.	May 2018	Teachers/Psychologist			
Focus cross-team meetings to continually determine growth towards power-standard mastery.	December 2017	Admin, Department Reps, Teachers			
Identify data protocols to use iReady and classroom data more effectively in cross-team meetings to inform instruction.	May 2018	Admin, Instructional Leadership			
Build capacity of teachers to understand use of academic vocabulary and questioning using Costa's framework.	May 2018	Instructional Leadership, Dept Reps			

Monitoring Plan: How will you monitor the effectiveness of your strategy/action?

Data Review meetings and frequent discussion of i-Ready data. Review PARCC on yearly basis and adjust programs as needed.

Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)
Schoolwide	43.9%	Spring 2017 46.9%	Spring 2018 49.9%	Spring 2019 53.9%
Low Income	26%	Spring 2017	Spring 2018	Spring 2019
IEP	7.9%	Spring 2017	Spring 2018	Spring 2019
LEP	14.3%	Spring 2017	Spring 2018	Spring 2019
Hispanic	35.9%	Spring 2017	Spring 2018	Spring 2019
Black	12%	Spring 2017	Spring 2018	Spring 2019

Goal #5: Academic Progress

SIP Goal #5b: *ELA (Writing)* SMART Goal:

By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 3.2 points (10%) overall in the area of writing on the PARCC assessment, as compared to the school average of 31.7 on the 2016-17 PARCC assessment school wide. In the 2017-18 school year, this increase will be at least 3%; in the 2018-19 school year, this increase will be an additional 3%; and finally, in the 2019-20 school year, this increase will be at least 4% - for an overall growth of at least 10% by the end of this three year period (composite score of 42.3).

Target Group or Subgroup:

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All School: 31.7 6th Grade: 31.1 7th Grade: 32.9 8th Grade: 31.1					
Rationale/Research: (Wiseways or other)					
Writing is a critical cross-curricular skill; enhancing writing aptitude leads to literacy proficiency increases in all content areas.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Increase writing rigor with StudySync Curriculum (ELA)	5/18	ELA, Social Studies, McGraw, District Admin			
Continue incorporating literacy skills across content areas (ELA -> SS, reading and writing in math)	Ongoing	All staff, District Literacy Director			
Common Assessments and data analysis within PLCs to determine convention and expression benchmarks and growth opportunities	Ongoing	All ELA teachers, SS teachers			
Use of common writing rubric when scoring quarterly writing pieces.	Ongoing				
Review instructional and grouping practices in PLCs	5/18	All staff			
The second (2 nd) common writing assessment in Units 2 & 3 (scored with the common district rubric) will be implemented in google docs and teachers will give feedback digitally.	5/18				
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Utilize formative and summative writing samples from coursework to determine growth and better support teacher instruction. Use information from StudySync to guide practices.					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	
Schoolwide	31.7	Spring 2017	Spring 2018	Spring 2019	
6th Grade	31.1	Spring 2017	Spring 2018	Spring 2019	
7th Grade	32.9	Spring 2017	Spring 2018	Spring 2019	

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8th Grade	31.1	Spring 2017	Spring 2018	Spring 2019

Goal #5: Academic Progress					
SIP Goal #5c: <i>Mathematics</i> SMART Goal:					
By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 10% overall in the area of math on the PARCC assessment, as compared to 32.9% of students meeting or exceeding standards on the 2015-16 PARCC assessment schoolwide. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for an overall growth of at least 10% by the end of this three year period (42.9% meeting or exceeding standards).					
Target Group or Subgroup:					
Low Income: Increase the students Meeting or Exceeding on PARCC Math from 13.5% to 42.9% by Spring 2019. IEP: Increase the students Meeting or Exceeding on PARCC Math from 7.9% to 42.9% by Spring 2019. LEP: Increase the students Meeting or Exceeding on PARCC Math from 0% to 42.9% by Spring 2019. Hispanic: Increase the students Meeting or Exceeding on PARCC Math from 21.7% to 42.9% by Spring 2019. Black: Increase the students Meeting or Exceeding on PARCC Math from 4% to 42.9% by Spring 2019.					
Rationale/Research: (Wiseways or other)					
Continue development of the mathematics program to ensure students are ready for higher level math courses in high school and beyond.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Utilize i-Ready online instruction to target learning gaps and enrichment opportunities; each student successfully completes a minimum of ten lessons per semester	May 2017	Herb, Duginski, Math Rep, teachers			
Introduce literacy strategies into math via department-wide professional development of reading strategies to better understand complex word problems.	December 2016	Herb., Math Rep			
Expand ELT pre-teach/re-teach support by better utilizing grouping and by adding and dismissing students from the intervention for efficiently.	August 2018	Herb, AP, Math Rep			
Review i-Ready in ELT/Core - use data to inform	May 2018	Herb, Psych, Math Rep			

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instruction (instructional grouping, specific concepts, growth)				
Math teachers will explore the concept of Math Mindset through a book study as a department.	May 2018	Teachers		
Develop a plan for math teachers to identify what focused feedback would be beneficial and allow opportunities for colleagues to observe teaching practices of others.	May 2018	Admin, Math Teachers		
Continue developing “Math Talk” so that the conversation is two-sided and dives deeper into concept comprehension.	May 2019	Math Department		
Increase use of manipulatives in the classrooms as determined by instructional need.	May 2019	Math Department		

Monitoring Plan: How will you monitor the effectiveness of your strategy/action?

Utilize i-Ready data to develop actionable groups for intervention. Use PARCC and i-Ready to inform practice

Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)
Schoolwide	32.9%	Spring 2017 35.9%	Spring 2018 38.9%	Spring 2019 42.9%
Low Income	13.5%	Spring 2017	Spring 2018	Spring 2019
IEP	7.9%	Spring 2017	Spring 2018	Spring 2019
LEP	0%	Spring 2017	Spring 2018	Spring 2019
Hispanic	21.7%	Spring 2017	Spring 2018	Spring 2019
Black	4%	Spring 2017	Spring 2018	Spring 2019

Goal #5: Academic Progress

SIP Goal #5d: *Science* SMART Goal:

By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 10% overall on the Illinois Science Assessment (ISA), as compared to baseline data obtained from the 2015-16 Illinois Science Assessment. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for overall growth of at least 10% by the end of this three year period.

Target Group or Subgroup:

Low Income: TBA
 IEP: TBA
 LEP: TBA
 Hispanic: TBA
 Black: TBA

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Rationale/Research: (Wiseways or other)					
Science is a field that connects to literacy and math, and also stands alone as an important discipline study to prepare students for fields in engineering, medicine, and others.					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Continue developing understanding of NGSS standards and 8 scientific and engineering practices	5/18	Dept Rep, Science Teachers, Admin	School	none	
Cross-team PLC work to strengthen instruction	12/17	Science Dept	School	none	
Monitor standards in relation to our practices	5/18	Science Dept, Admin	School	none	
Cross-curricular work to enhance both math and reading skills in various settings.	5/18	Department Reps, Admin, Teachers	School	none	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Exam scores and common assessments across the department.					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	
Schoolwide	TBA	Spring 2017	Spring 2018	Spring 2019	
Low Income	TBA	Spring 2017	Spring 2018	Spring 2019	
IEP	TBA	Spring 2017	Spring 2018	Spring 2019	
LEP	TBA	Spring 2017	Spring 2018	Spring 2019	
Hispanic	TBA	Spring 2017	Spring 2018	Spring 2019	
Black	TBA	Spring 2017	Spring 2018	Spring 2019	