



Oxford Middle School  
 School Improvement Plan  
 2018-2019

**Theory of Action:** We believe that if there is a clear focus on the effective delivery of an aligned curriculum by high quality teachers who employ the use of student data to drive instruction, established in a community with high academic and behavior expectations, students will be engaged and learn at proficient and advanced levels, leaving OMS PREPARED FOR HIGH SCHOOL.

**Objective 1:** To improve student achievement by ensuring access to rigorous curriculum and high-quality instruction in all classrooms thereby increasing effectiveness of teaching and learning in OMS.

**Initiative 1.1:** Establish a common understanding of high-quality instruction and planning by identifying and implementing best practices critical to student achievement and ensuring their presence in all classrooms.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
1.1.1: Implement literacy and mathematical practices established by the District and continue to provide appropriate training.	OMS Administration, Curriculum Departments, Teachers	Plan developed and adjusted by building leaders for implementation of Mathematical Practices in the building and continuation of literacy practices in all classrooms.	September 2018-June 2019	Improvement in Tier 1 instruction as evidenced by observational data collected through the evaluation process as well as through learning walks and District/State determined assessments.	None



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<p><b>1.1.2:</b> Implement Pineapple Charting to encourage observation and collaboration on instructional practices and to provide non evaluative feedback to staff to promote growth in teaching and learning.</p>	<p>OMS Administration, Curriculum Departments, Teachers</p>	<p>Periodic feedback given to teachers by teachers based on discussions with their peers in CPT and Department Meetings utilizing the Pineapple charting protocol.</p>	<p>September 2018-June 2019.</p>	<p>Feedback will provide teachers the opportunity to improve the quality of instruction and best practices used in and out of the classroom. It will also foster collaboration and build school culture around teaching and learning.</p>	<p>None</p>
<p>1.1.3: To improve and evaluate common assessments in support of data-driven instructional decision making.</p>	<p>OMS Administration, Curriculum Departments, Teachers</p>	<p>Common assessments will be required quarterly in all subjects at OMS and results discussed during Common Planning Time</p>	<p>September 2018-June 2019</p>	<p>Improvement in Tier 1 instruction as evidenced by data collected through the common assessments.</p>	<p>None</p>

**Initiative 1.2: Ensure continuous curricular and instructional improvement efforts by implementing the District curriculum review process and schedule.**

Activities	School Personnel	Benchmarks	Timeline	Final Outcomes	
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	Responsible				
1.2.1: Provide staff with opportunities to investigate and discuss curricular and instructional efforts in other communities.	OMS Administration, Curriculum Departments, Teachers	Plan developed by building leaders for opportunities for staff to observe and share instructional practices from other professionals. Use half day PD time to visit other schools.	September 2018-June 2019	Improvement in Tier 1 instruction through conversations and sharing of best practices in Common Planning Time, school wide meetings and PD.	none
<b>1.2.2:</b> Implement current and relevant professional development across all disciplines, both through district wide opportunities and building based PD.	OMS Administration, Curriculum Departments, District PD Committee	Adopt and add to the District's PD Plan to provide opportunities to all staff for continued professional and instructional growth. Provide a representative from OMS on the district wide PD committee to facilitate alignment with OMS and the	September 2018-June 2019	Improvement in ALL instruction provided at OMS through data collected, observation and collaboration and conversations during CPT, Department meetings and relevant PD offerings in	none



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		district.		instructional practice.	
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**Objective 2: Continue to develop a data-driven culture that builds the capacity of OMS to monitor all improvement efforts and to make data based decisions.**

**Initiative 2.1: Establish a school-wide plan that identifies the quantitative and qualitative data that will be used to assess improvements in core instruction and school culture.**

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
2.1.1: Continue to identify the data to be collected and analyzed based on changes in curriculum, assessment, and instructional practice.	Building-Based Data Team, Curriculum Teams, Teachers, Building Administration	Data Team to be established by October 2018. Department meetings will be utilized to continue and complete this work with all staff. CPTs will be utilized to work as instructional teams at grade level.	July 2018-June 2019	Identified data is collected and analyzed by building- based data teams in order to drive school improvement efforts.	None



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<p><b>2.1.2:</b> Educators will use data to inform and adjust educational practice.</p>	<p>OMS Administration, Teachers</p>	<p>Common Planning Time will be devoted to analysis of student learning data AND instructional practice will be adjusted based upon conclusions drawn from that analysis.</p>	<p>June 2018-July 2019</p>	<p>Student outcomes will improve as instruction is adjusted based upon thoughtful analysis of student learning data throughout the course of the school year as evidenced by student growth on benchmark as well as common assessments.</p>	
<p><b>2.1.3:</b> Develop, implement, and regularly evaluate students to identify actions, strategies and resources to be used to improve student growth.</p>	<p>OMS Administration, Department Heads, Teachers, Support Staff, Guidance</p>	<p>Teachers will create, in conjunction with support staff, plans to meet individual student needs using instructional data collected. These plans are to identify actions, strategies, resources and interventions to be used to improve</p>	<p>September 2018-July 2019</p>	<p>Identified data will be collected regarding the plans and used to adjust practices to ensure student success for ALL.</p>	<p>None</p>



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		student outcomes. FLEX period will be utilized to provide interventions as needed.			
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**Initiative 2.2: Continue to build educator capacity in curriculum, assessment and instruction to inform practice through relevant Professional Development and planning times.**

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
<b>2.2.1:</b> Teachers will consistently use a variety of assessments, both formative and summative, to inform and adjust practice.	Curriculum Department, Teachers	Common Planning Time minutes will reflect regular discussion around teacher use of formative assessment data to inform and adjust practice.	September 2018-July 2018	Teachers will routinely inform and adjust instructional practice based upon conclusions drawn from formative assessment data.	None
<b>2.2.2:</b> Continue to implement current and	OMS Administration, Teachers, Technology Director,	Adopt and add to the District's PD Plan to provide	July 2018-June 2019	Improvement in ALL instruction provided at OMS	Various. Can be supported through district



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relevant professional development across all disciplines and around data collection and analysis protocols.	District PD Committee	opportunities to all staff for continued professional and instructional growth.		through data collected, observation and collaboration and conversations during CPT, Department meetings and relevant PD offerings in instructional practice.	and building wide Professional Development budget.
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**Objective 3: Increase the capacity of OMS to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.**

**Initiative 3.1:** Develop an array of enrichment programs that will provide accelerated learning opportunities to students demonstrating prior academic success or expressed interest.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
<b>3.1.1:</b> Continue to identify areas of enrichment to be provided both within the school	OMS Administration, Guidance, Teachers, Student Support Team	Quarterly meetings will be held to assess the current enrichments for	September 2018-July 2019	Providing students the opportunity to an array of enrichments to enhance their	None



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<p>day and after school and the identify staff and/or community partners that can provide it. Develop and adjust the protocol to place students into desired enrichment opportunities available.</p>		<p>effectiveness and/or need.</p>		<p>educational experience at OMS.</p>	
<p><b>3.1.2:</b> Identify and utilize community resources and parent expertise to assist in enrichment opportunities.</p>	<p>OMS Administration, Guidance, Friends of Oxford Middle School</p>	<p>September 2017, OMS Administration will identify potential community and parent partnerships to increase the number of enrichment opportunities at OMS          The School (OMS) will send out a</p>	<p>September 2017-ongoing.</p>	<p>The development of these partnerships will allow students the opportunity to an array of enrichments to enhance their educational experience at OMS.</p>	<p>None</p>





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		parent survey to identify possible after school enrichment activities parents and community members can offer.			
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**Initiative 3.2: : Provide research-based targeted interventions to support students who are not yet proficient in ELA and Math and for social emotional learning.**

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
<b>3.2.1:</b> Continue to develop and implement a clear system of protocols to determine students in need of intervention based on data in a systematic approach to monitor efficacy of interventions (AIP 2.1.1)	OMS Administration, Student Support Team, Teachers Guidance	Summer 2018: students in need of interventions identified; September 2018: Students identified begin receiving interventions; September 2018-June 2019: efficacy of interventions	July 2018-June 2019	Students in need of intervention will be identified based upon data and the efficacy of those interventions will be monitored and adjusted as necessary throughout the school year.	None



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		monitored.			
<p><b>3.2.2:</b> Integrate the Rachel's Challenge initiative to work with students on kindness, social emotional learning and bullying. Form community and school partnerships through this program to help support all kids.</p>	<p>OMS Administration, Student Support Team, Teachers, Guidance, Support Staff</p>	<p>September 2018- Initiate program with School Wide assembly and Staff Professional Development. Fall 2018 initiate community aspect of the program and continue through July 2019 building efficacy across the building, staff, students and parents.</p>	<p>Summer 2018 - July 2019</p>	<p>Strong program for social emotional learning and awareness, bullying awareness and advocacy and kindness building wide. Create a culture of respect, belonging and kindness throughout OMS.</p>	<p>Title 2A Grant \$6500.00</p>