VISION FOR LEARNING

Northwest Middle School promotes a school culture that empowers students and teachers to achieve high growth in academics and community building. This will be achieved through professional learning communities which strive to create well-rounded citizens who are exposed to a rigorous curriculum and marketable life skills.

STEERING COMMITTEE

Name	Position	Building/Group
Joel Brigel	Principal/Administrator	Northwest Middle School
Julie Yakaitis	Academic Specialist/Staff Member	Northwest Middle School
Aaron Thompson	5th Grade Teacher/Staff Member	Northwest Middle School
Alyssa Bilak	ESL/Staff Member	Northwest Middle School
Ashley Fry	Teacher	Northwest Middle School
Ryan Manbeck	Math Teacher	Northwest Middle School
Joseph Okonski	Science Teacher/Staff Member	Northwest Middle School
Cynthia Sensenig	Reading Specialist/Staff Member	Northwest Middle School
Luis Estrada	Special Ed Lead Teacher/Staff Member	Northwest Middle School
Karen Fineran	Math PDF/Staff Member	Reading School District
JuliAnne Kline	Director of Instructional Services & PD/Administrator	Reading School District
Carol Watson	Professor/Community Member	Kutztown University
Nikia Brady	Parent	Northwest Middle School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
In order to identify and address individual student learning needs, educators need to collaborate and differentiate instruction.	Essential Practices 1: Focus on Continuous Improvement of Instruction
	Essential Practices 1: Focus on Continuous Improvement of Instruction
In order for the School Improvement Plan to be continuously monitored and updated, adjustments need to be made to the plan based on the analysis of data quarterly.	Essential Practices 2: Empower Leadership
	Essential Practices 2: Empower Leadership
In order to promote and sustain a positive school environment where all members feel welcomed, supported and safe in school: socially, emotionally, intellectually and physically, all teachers need to have a sense of belonging and a belief they can deal with all students.	Essential Practices 3: Provide Student-Centered Support Systems

ACTION PLAN AND STEPS

Evidence-based Strategy
Data Analysis

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA PSSA	By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA.
Math PSSA	By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA.
ELA PSSA	By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA.
Math PSSA	By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Professional development on OnHands data management system	2020-08-25 - 2020-08-28	Joel Brigel	OnHands login
Provide time in schedule for staff members to meet for collaborative discussions on data.	2020-08-17 - 2020-08-28	Joel Brigel/Principal	Scheduled time
Provide on-going support through SupportEd for teachers working with ELs	2020-08-25 - 2021-05-28	ESL Department	SupportEd Contract
Establish quarterly benchmarking schedule	2020-08-31 - 2020-09-04	Central Office	Assessment Calendar
Dedicate grade level time 2 times a month for data analysis	2020-09-14 - 2021-06-04	Administrators	Common assessments

Anticipated Outcome

Teachers will be come better versed in data analysis and differentiated instruction.

Monitoring/Evaluation

Administrators will utilize grade level team agenda notes to ensure data analysis is

occurring.

Evidence-based Strategy

Second Step

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Hallway Behavior	By June 2021, there will be a 25% decrease in hallway behaviors from the 2018 - 2019 SWIBS data.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will have an agreed upon list of locker and hallway expectations that the whole floor actively enforces.	2020-11-03 - 2020-11-03	Assistant Principal	List of Expectations
School Counselors will reinforce expectations by utilizing specific lessons from the Second Step Curriculum.	2020-12-08 - 2021-02-02	School Counselors	Second Step
There will be more teachers present in the hallways giving out Brigel bucks for desired behaviors.	2020-11-16 - 2021-06-04	Team Leaders	Brigel Bucks
Review the hallway behavior data quarterly to ensure expectations are being followed and make adjustments as needed.	2021-01-04 - 2021-06-04	School Improvement Team	Discipline Data

Anticipated Outcome

Decrease in behaviors in the hallway

Monitoring/Evaluation

Monitoring of the Schoolwide Positive Behavior data program

Evidence-based Strategy
Teacher Study Groups

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA PSSA	By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA.
Math PSSA	By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Assign specific SIP members to each of the three essential practices (sub-committees).	2020-09-06 - 2020-09-04	Joel Brigel Principal	None
Create a yearlong schedule of bi-monthly meetings with the SIP team.	2020-08-31 - 2020-09-04	Joel Brigel/Principal	Calendar
Create beginning of the year and quarterly meetings with the whole staff. Beginning of the year meeting to introduce the plan to staff and quarterly meetings to discuss the progress made on the plan and any adjustments	2020-08-31 - 2020-09-04	Joel Brigel/Principal	Calendar

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
that will be made.			
Create a SIP meeting template to be used at the bi-monthly meetings that outlines a format for how the discussion will flow. (like each sub-committee needs to report out on their practice)	2020-08-30 - 2020-09-04	SIP Team Member	Team Agenda Item
Create action steps for improving each essential practice as well as decide on what data will be collected to see if the practice improved.	2020-10-05 - 2021-04-05	SIP Team	SIP Plan

Anticipated Outcome

SIP will become a working document that leads the school. All members of the school team will know what the plan is.

Monitoring/Evaluation

Quarterly review of the data and meeting agendas.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA) By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA)	Data Analysis	Professional development on OnHands data management system	08/25/2020 - 08/28/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA) By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA)	Data Analysis	Provide on-going support through SupportEd for teachers working with ELs	08/25/2020 - 05/28/2021

APPROVALS & SIGNATURES

Assurance of Quality and Accountability
Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

School Board Minutes or Affirmation Statement   ;

Signature (Entered Electronically and must have access to web application).

| Superintendent/Chief Executive Officer | Dr. Khalid Mumin | 2020-08-31 |

School Improvement
Facilitator Signature

Building Principal Signature   Joel T. Brigel Jr.   2020-08-31

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

All students exceed the Growth standard in Math

Our ELL population increased in proficient and advanced scores in ELA.

On the WIDA Access, other categories especially Bridging are trending upwards.

From 2018 to 2019, there was an increase on the PSSA with the ELs.

All feeder schools exceeded performance standard for College and Career measures.

Students in 5th grade completed all requirements for the 2019 - 2020 school year.

In January 2020, 19% students scored proficient on the Reading Inventory. This was a 6% in 4 months.

568 students were on the program with a 68% completion rate.

In January 2020, 25% of the students were proficient/advanced on the Math Inventory.

Though the Northwest Middle School's feeder schools did not meet interim target goals, all data points including subgroups are trending upwards.

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school

Challenges

ELL students did not meet target improvement.

Economically disadvantaged subgroup decreased in percent proficient/advanced in ELA and they are our biggest subgroup.

Scores decreased overall in math. White students by 8.1%

On the WIDA Access, Entering and Expanding are trending downwards.

In 6th Grade, 3.9% students with disabilities were proficient/advanced. In 7th Grade, 10.6% students with disabilities were proficient/advanced.

In 6th Grade, 1.3% students with disabilities were proficient/advanced. In 7th Grade, 1.2% students with disabilities were proficient/advanced.

6th - 8th graders are having difficulties completing requirements of College and Career measures.

Due to restrictions, it was difficulty to do college visits and CTC requirements for the College and Career measures.

In the beginning of 2019, only 13% of students scored proficient of the Reading Inventory.

From September to January, there was only a 3% increase in advanced students on the Reading Inventory.

In January 2020, 45% of the students were

Strengths

Implement a multi-tiered system of supports for academics and behavior

Challenges

Below Basic on the Math Inventory.

Northwest's largest feeder school did not meet the interim target goal for Future Ready Index.

Identify and address individual student learning needs

Continuously monitor implementation of the school improvement plan and adjust as needed.

Foster a culture of high expectations for success for all students, educators, families, and community members

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically

Most Notable Observations/Patterns

The team determined which practices would work well together to meet the needs of the other challenges recognized in the data.

Challenges	Discussion Point	Priority for Planning
Identify and address individual student learning needs	Individual needs are not always identified because there are no procedures in place to identify those needs. 5 Black Team does a great job flex grouping to meet student individual needs.	✔
Continuously monitor implementation of the school improvement plan and adjust as needed.	Many staff members are uninformed of the SIP plan. Talks do happen throughout the building.	✔
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically	Some departments are implementing more supports for individual student needs. taff feels not many staff members assist with discipline throughout the building.	✔

ADDENDUM B: ACTION PLAN

Action Plan: Data Analysis

Action Steps	Anticipated Start/Completion Date
Professional development on OnHands data management system	08/25/2020 - 08/28/2020

Monitoring/Evaluation	Anticipated Output
Administrators will utilize grade level team agenda notes to ensure data analysis is occurring.	Teachers will be come better versed in data analysis and differentiated instruction.

Material/Resources/Supports Needed	PD Step
OnHands login	yes

- -

Action Steps	Anticipated Start/Completion Date
Provide time in schedule for staff members to meet for collaborative discussions on data.	08/17/2020 - 08/28/2020

Monitoring/Evaluation	Anticipated Output
Administrators will utilize grade level team agenda notes to ensure data analysis is occurring.	Teachers will be come better versed in data analysis and differentiated instruction.

Material/Resources/Supports Needed	PD Step
Scheduled time	no

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Action Steps	Anticipated Start/Completion Date
Provide on-going support through SupportEd for teachers working with ELs	08/25/2020 - 05/28/2021

Monitoring/Evaluation	Anticipated Output
Administrators will utilize grade level team agenda notes to ensure data analysis is occurring.	Teachers will be come better versed in data analysis and differentiated instruction.

Material/Resources/Supports Needed	PD Step
SupportEd Contract	yes

Action Steps	Anticipated Start/Completion Date
Establish quarterly benchmarking schedule	08/31/2020 - 09/04/2020

Monitoring/Evaluation	Anticipated Output
Administrators will utilize grade level team agenda notes to ensure data analysis is occurring.	Teachers will be come better versed in data analysis and differentiated instruction.

Material/Resources/Supports Needed	PD Step
Assessment Calendar	no

Action Steps	Anticipated Start/Completion Date
Dedicate grade level time 2 times a month for data analysis	09/14/2020 - 06/04/2021

Monitoring/Evaluation	Anticipated Output
Administrators will utilize grade level team agenda notes to ensure data analysis is occurring.	Teachers will be come better versed in data analysis and differentiated instruction.

Material/Resources/Supports Needed	PD Step
Common assessments	no

Action Plan: Second Step

Action Steps	Anticipated Start/Completion Date
Teachers will have an agreed upon list of locker and hallway expectations that the whole floor actively enforces.	11/03/2020 - 11/03/2020

Monitoring/Evaluation	Anticipated Output
Monitoring of the Schoolwide Positive Behavior data program	Decrease in behaviors in the hallway

Material/Resources/Supports Needed	PD Step
List of Expectations	no

Action Steps	Anticipated Start/Completion Date
School Counselors will reinforce expectations by utilizing specific lessons from the Second Step Curriculum.	12/08/2020 - 02/02/2021

Monitoring/Evaluation	Anticipated Output
Monitoring of the Schoolwide Positive Behavior data program	Decrease in behaviors in the hallway

Material/Resources/Supports Needed	PD Step
Second Step	no

Action Steps	Anticipated Start/Completion Date
There will be more teachers present in the hallways giving out Brigel bucks for desired behaviors.	11/16/2020 - 06/04/2021

Monitoring/Evaluation	Anticipated Output
Monitoring of the Schoolwide Positive Behavior data program	Decrease in behaviors in the hallway

Material/Resources/Supports Needed	PD Step
Brigel Bucks	no

Action Steps	Anticipated Start/Completion Date
Review the hallway behavior data quarterly to ensure expectations are being followed and make adjustments as needed.	01/04/2021 - 06/04/2021

Monitoring/Evaluation	Anticipated Output
Monitoring of the Schoolwide Positive Behavior data program	Decrease in behaviors in the hallway

Material/Resources/Supports Needed	PD Step
Discipline Data	no

Action Plan: Teacher Study Groups

Action Steps	Anticipated Start/Completion Date
Assign specific SIP members to each of the three essential practices (sub-committees).	09/06/2020 - 09/04/2020

Monitoring/Evaluation	Anticipated Output
Quarterly review of the data and meeting agendas.	SIP will become a working document that leads the school. All members of the school team will know what the plan is.

Material/Resources/Supports Needed	PD Step
None	no

Action Steps	Anticipated Start/Completion Date
Create a yearlong schedule of bi-monthly meetings with the SIP team.	08/31/2020 - 09/04/2020

Monitoring/Evaluation	Anticipated Output
Quarterly review of the data and meeting agendas.	SIP will become a working document that leads the school. All members of the school team will know what the plan is.

Material/Resources/Supports Needed	PD Step
Calendar	no

- -

Action Steps	Anticipated Start/Completion Date
Create beginning of the year and quarterly meetings with the whole staff. Beginning of the year meeting to introduce the plan to staff and quarterly meetings to discuss the progress made on the plan and any adjustments that will be made.	08/31/2020 - 09/04/2020

Monitoring/Evaluation	Anticipated Output
Quarterly review of the data and meeting agendas.	SIP will become a working document that leads the school. All members of the school team will know what the plan is.

Material/Resources/Supports Needed	PD Step
Calendar	no

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Action Steps	Anticipated Start/Completion Date
Create a SIP meeting template to be used at the bi-monthly meetings that outlines a format for how the discussion will flow. (like each sub-committee needs to report out on their practice)	08/30/2020 - 09/04/2020

Monitoring/Evaluation	Anticipated Output
Quarterly review of the data and meeting agendas.	SIP will become a working document that leads the school. All members of the school team will know what the plan is.

Material/Resources/Supports Needed	PD Step
Team Agenda Item	no

Action Steps	Anticipated Start/Completion Date
Create action steps for improving each essential practice as well as decide on what data will be collected to see if the practice improved.	10/05/2020 - 04/05/2021

Monitoring/Evaluation	Anticipated Output
Quarterly review of the data and meeting agendas.	SIP will become a working document that leads the school. All members of the school team will know what the plan is.

Material/Resources/Supports Needed	PD Step
SIP Plan	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA) By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA)	Data Analysis	Professional development on OnHands data management system	08/25/2020 - 08/28/2020
By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA) By June, 2021, 38.40% of all students will score proficient/advanced on the ELA PSSA. (ELA PSSA) By June, 2021, 21.30% of all students will score proficient/advanced on the Math PSSA. (Math PSSA)	Data Analysis	Provide on-going support through SupportEd for teachers working with ELs	08/25/2020 - 05/28/2021

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
OnHands Data Management System	All teaching staff	OnHands, MTSS, reports, notes

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Evaluation and usage reports	08/25/2020 - 08/28/2020	EdInsight

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Teaching Diverse Learners in an Inclusive Setting

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Presentation of Plan	School Improvement Plan	Website	Stakeholders	Upon approval