

SCHOOL IMPROVEMENT PLAN

2007-2008

**Hertford County Middle School
Hertford County Public Schools**

Principal

Mr. Carson Watford

1850 Hwy 11 North

Murfreesboro, NC 27855

Phone: 252-398-4091

Fax: 252-398-5570

cwatford@hertford.k12.nc.us

www.hertford.k12.nc.us

SCHOOL IMPROVEMENT TEAM/VOTING RESULTS

**Hertford County Middle School
2007-2008**

**Carson Watford, Principal
Lori Morings, Assistant Principal
Herman Rankins, Assistant Principal
Lee Barnhart, Chairperson
Paulette Roberson, 7th Grade Teacher
Wanda Outlaw, Counselor
Carlese Vinson, Literacy Coach
Yolanda Powell, Media Specialist
Elola Moore, Encore Teacher
Lillian Pugh, Bookkeeper
Joyce Wiggins, Custodian
Lauri Heckler, Exceptional Teacher
LaSanya Moore, ISS
Minerva Jordan, Exceptional Assistant
Nicole Morings, Social Studies Teacher
LaTashia Newsome, Social Studies Teacher
Jane Futrell, Health & PE**

Voting Results

100 % of the eligible school staff voted to approve this school improvement plan.

Incentive Funds Distribution

VISION/MISSION/BELIEFS

**Hertford County Middle School
2007-2008**

This section of the school improvement plan is devoted to a brief description of the school's process for defining its vision, mission, and beliefs. The remainder of the plan is driven by the basic philosophies expressed herein.

School's Process for Defining Vision, Mission, and Beliefs

The current plan was made available to staff in three different locations for review. Ample time was allotted for staff to voice opinions and/or suggestions before a consensus was reached.

Date of Staff Consensus: 9/12/07

Vision

It is our vision that we establish a school where:

- All students will learn
- Effective teaching and learning are ongoing
- Students are excited about learning
- Students respect themselves, their peers and adults
- Students take responsibility for their actions
- Students have pride in their school

Mission

The mission of Hertford County Middle School, in collaboration and cooperation with parents and the community, is to provide appropriate educational programs that will allow all students to achieve at a high level of success. We hold the expectation that every student is a unique individual who can and will learn when provided with adequate time, effective teaching, and a positive learning environment.

Beliefs

It is our belief that in today's society, it is important that students receive the best education possible. To assist us in reaching this goal, we believe that all students can and will learn and we will establish a school where all students can achieve this goal.

GOALS

Hertford County Middle School 2007-2008

GOAL	DESCRIPTION
01	Hertford County Middle Schools will produce globally competitive students.
02	Hertford County Middle Schools will be led by 21st Century professionals.
03	Hertford County Middle School students will be healthy and responsible.
04	Leadership will guide innovation in Hertford County Middle Schools.
05	Hertford County Middle Schools will be governed and supported by 21st Century systems.

OBJECTIVES

Hertford County Middle School 2007-2008

OBJECTIVE	DESCRIPTION
01.01	<p>By the end of the 2010-11 school year students will meet Adequate Yearly Progress (AYP) proficiency target goals in Reading and Math.</p> <p>Reading Grades 3-8: 92.2%; Math Grades 3-8: 93.7%;</p> <p>2007-08 Proficiency Targets</p> <p>Reading: Grade 7 (80.1%); Grade 8 (83.5%) Math: Grade 7 (59.8%); Grade 8 (54.9%)</p>
01.02	<p>By the end of the 2010-11 school year 85% of students will demonstrate grade level proficiency in End-of-Course Subjects.</p> <p>2007-08 Proficiency Targets</p> <p>Algebra I-MS (94.2%)</p>
01.03	<p>By the end of the 2010-11 school year 85% of students will master grade level proficiency in writing skills.</p> <p>2007-08 Proficiency Targets</p> <p>Grade 7 (60.4%)</p>
01.04	<p>By the end of the 2010-11 school year 85% of students in grade eight or higher will have passed all portions of the Test of Computer Skills.</p> <p>2007-08 Target (60%)</p>
02.01	<p>By the end of the 2007-08 school year, and each year thereafter, every educational professional will be highly qualified as measured by state standards.</p>
02.02	<p>By the end of the 2007-08 school year, and each year thereafter, every education professional will participate in high quality professional development aligned with local and state priorities as measured by attendance records and documented strategy implementation (I.e., character education).</p>

OBJECTIVES

Hertford County Middle School 2007-2008

- 02.03 By the end of the 2007-08 school year, and each year thereafter, every teacher and administrator will possess the skills for using data to make informed decisions as measured by local and state assessments.
- 03.01 By the end of the 2007-08 school year, and each year thereafter, provide a safe and caring educational environment and adequate facilities that support a culture for high student performance as measured by surveys of students, staff, and parents as documented in individual school plans.
- 03.02 By the end of the 2007-08 school year, and each year thereafter, every school will promote a healthy, active lifestyle where students are encouraged to make responsible choices as documented in individual school plans.
- 03.03 By the end of the 2007-08 school year, and each year thereafter, every school will focus on developing strong student character, personal responsibility, and community/world involvement.
- 04.01 By the end of the 2007-08 school year, and each year thereafter, educational professionals will make decisions in collaboration with parents, students, businesses, education institutions, faith-based, community, and civic organizations to impact student success as measured by surveys.
- 04.02 By the end of the 2007-08 school year, and each year thereafter, school leaders will create a culture that embraces change and promotes dynamic continuous improvement as measured by surveys and profile data.
- 05.01 By June of 2008, and each year thereafter, develop an information management system to facilitate data-driven decision making based upon Hertford County Board of Education approval.
- 05.02 By the end of the 2007-08 school year, and each year thereafter, procedures will be in place to support whole schools and individual teachers not meeting state or local standards as measured by surveys and other documentation.

ACTION PLAN**2007-2008****Hertford County Middle School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.

Objective: 01.01 By the end of the 2010-11 school year students will meet Adequate Yearly Progress (AYP) proficiency target goals in Reading and Math.

Reading Grades 3-8: 92.2%; Math Grades 3-8: 93.7%;

2007-08 Proficiency Targets

Reading: Grade 7 (80.1%)

01.01.01	Assign math and reading teachers to workshops that will enhance their classroom instruction.	2008/07/01	Staff Development Curriculum Materials Time	-Principals -Teachers -CI Specialist	Staff Development attendance Lesson plan incorporation and implementation Teacher observations and evaluations
----------	--	------------	---	--	--

ACTION PLAN		2007-2008	Hertford County Middle School		
STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.					
Objective:	01.02	By the end of the 2010-11 school year 85% of students will demonstrate grade level proficiency in End-of-Course Subjects.			
		2007-08 Proficiency Targets			
		Algebra I-MS (94.2%)			
01.02.01	Integrate reading, writing, science, and math	2008/07/01	State funding	-Literacy Coach	Test scores
			Workshops	-CI Specialist	Lesson plans
				-Teachers	
			Materials	-VCU staff	In house staff development

ACTION PLAN		2007-2008	Hertford County Middle School		
STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.					
Objective:	02.01	By the end of the 2007-08 school year, and each year thereafter, every educational professional will be highly qualified as measured by state standards.			
02.01.01	To provide in-service training that will further develop teacher skills in content areas (reading, math, lesson presentation, facilitating classroom management.	2008/07/01	Central Office Staff Literacy Coach Curriculum Specialist Administrative Staff	-Principals -Literacy Coach -CI Specialist	Workshop evaluations SEA system evaluation report CEU accrual statistics

ACTION PLAN		2007-2008	Hertford County Middle School		
STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.					
Objective:	02.02	By the end of the 2007-08 school year, and each year thereafter, every education professional will participate in high quality professional development aligned with local and state priorities as measured by attendance records and documented strategy imple			
02.02.02	Continue a mentoring program for all beginning teachers to train quality professionals.	2008/07/01	County Mentor	-Principals	Teacher Talk attendance
			Teacher Talk	-Literacy Coach	Mentor reports and evaluation
			Teacher Mentors	-CI Specialist	Staff development attendance
			Literacy Coach		

ACTION PLAN		2007-2008	Hertford County Middle School		
STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.					
Objective:	03.01	By the end of the 2007-08 school year, and each year thereafter, provide a safe and caring educational environment and adequate facilities that support a culture for high student performance as measured by surveys of students, staff, and parents as docume			
03.01.01	Enforce all school rules and policies consistently.	2008/07/01	Hertford County Public Schools Policy Manual	Principals	Discipline reports
			Student Code of Conduct	Staff	ISS and OSS reports
			HCMS Student Handbook	Students	
				Parents	
				Faculty	
03.01.02	Implement an emergency action plan with local law enforcement agencies.	2008/07/01	Emergency Action Plan	-Principals	Periodic Emergency Drills (Tornado, Fire, Lockdown, etc.)
				-Parents	
				-Staff	First Responders
				-School Resource Officer	
				-Local Law Enforcement	Blood Borne Pathogens

ACTION PLAN**2007-2008****Hertford County Middle School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.

Objective: 03.02 By the end of the 2007-08 school year, and each year thereafter, every school will promote a healthy, active lifestyle where students are encouraged to make responsible choices as documented in individual school plans.

03.02.01	Update and utilize character education programs to create a more nurturing environment to address the specific needs of students.	2008/07/01	Planning time	Principals	Discipline reports
			Audiovisual equipment and materials for character education	Counselors Teachers Parents Students	ISS and OSS reports Counselors reports
			Channel One		Character education program

ACTION PLAN**2007-2008****Hertford County Middle School**

STRATEGIES**BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.

Objective: 03.03 By the end of the 2007-08 school year, and each year thereafter, educational professionals will make decisions in collaboration with parents, students, businesses, education institutions, faith-based, community, and civic organizations to impact student s

03.03.01	Continue offering various courses at the Family Literacy Center to improve literacy, reading, technology, and number of GED recipients in the community.	2008/07/01	SRA reading and math	-CI Specialist	Observation
			Calculators	-Teachers	Weekly assessments
			Reading material	-Literacy Coach	Edutest
			Writing resource notebook		Local and state writing test

ACTION PLAN**2007-2008****Hertford County Middle School****STRATEGIES****BENCHMARK
DATES****RESOURCES REQUIRED****PERSON(S)
RESPONSIBLE****MEANS OF EVALUATION**

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.

Objective: 04.01 By the end of the 2007-08 school year, and each year thereafter, educational professionals will make decisions in collaboration with parents, students, businesses, education institutions, faith-based, community, and civic organizations to impact student s

04.01.01	To incorporate programs that embrace family values and cultural diversity	2008/07/01	Faith based community	-Principals	EOG scores
			Time	-Counselors	Community survey
			Funding		PTSO attendance
			Planning		
			Place		
04.01.02	Utilize the College Access room to familiarize the community with available resources.	2008/07/01	Family Literacy Center	-Principals	Attendance log
			POP Time	-Counselors	Report cards
			Marvelous Mom	-Teachers	Local assessments
			Honor Roll breakfast		Number of students served
			PTSO		

ACTION PLAN		2007-2008	Hertford County Middle School		
STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.					
Objective:	05.01	By June of 2008, and each year thereafter, develop an information management system to facilitate data-driven decision making based upon Hertford County Board of Education approval.			
05.01.01	School and Central Office staff will meet on a regular basis to receive and transfer perceived needs and assessment of goals. (Example: In-service training, debriefing, and updating sessions)	2008/07/01	Central Office staff Administrators	-Principals Central Office Staff	Workshop evaluations Edutest results Diagnostic test results

BUDGET/FINANCE

Hertford County Middle School 2007-2008

BUDGET CODE	DESCRIPTION	AMT BDGT	PURPOSE
"3-5330-105-312-318-000-	Workshops	\$0.00	Financial allotments under this code will be used to host teacher training in math, reading, and writing to improve student scores.
"3-5330-105-411-318-000-	Instructional Supplies	\$0.00	Funding under this description will be used to purchase calculators and ancillary materials for the science and math areas to improve performance outcome on EOG scores.
"3-5330-105-541-318-000-	Equipment	\$0.00	Funding will be used to purchase departmentally assigned copy/printers for each department to improve document communication with parents and students.

CALENDAR/ TIMELINES

2007-2008

Hertford County Middle School

Deadline	Tasks
Friday, June 08, 2007	Hertford County Board of Education approved district goals as recommended by the SACS-CASI Steering Committee.
Wednesday, June 20, 2007	Facilitator met with middle and high school faculty members during their curriculum alignment activities to discuss making connections between data and instructional planning. Initial profile data was shared.
Wednesday, July 18, 2007	Systemic Improvement Facilitator conducted workshop with school teams - SACS CASI district process, district plan status report, using data to set objective targets, connecting to focused professional development.
Monday, July 30, 2007	School Improvement meetings at conducted district office
Tuesday, July 31, 2007	School Improvement meetings conducted at district office
Wednesday, September 05, 2007	HCMS School Improvement Team meeting.
Wednesday, October 10, 2007	HCMS School Improvement Team meeting.
Wednesday, November 07, 2007	HCMS School Improvement Team meeting.
Wednesday, December 05, 2007	HCMS School Improvement Team meeting.
Wednesday, January 09, 2008	HCMS School Improvement Team meeting.
Wednesday, February 06, 2008	HCMS School Improvement Team meeting.
Wednesday, March 05, 2008	HCMS School Improvement Team meeting.
Wednesday, April 02, 2008	HCMS School Improvement Team meeting.
Wednesday, May 07, 2008	HCMS School Improvement Team meeting.

Deadline**Tasks**

Wednesday, June 04, 2008

HCMS School Improvement Team meeting.

SCHOOL PROFILE DATA

2007-2008

Hertford County Middle School

COMPOSITE DATA

Hertford County Middle School
2007-2008

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10
School Years:	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
Composite Score:	62.2	67.4	68.6	72.1	50	53.6				
School Status:	NR	ProExp	NR	NR	Pri	PriExp				
School Growth:	Not Met	Exp	Not Met	Not Met	Not Met	Exp				

Other:

Codes:

COMPUTER SKILLS DATA**Hertford County Middle School
2007-2008**

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10
School Years:	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
Performance Summer:		0	0	0	0	0	0	0	0	0
Performance Fall:	0	0	0	0	0	0	0	0	0	0
Performance Spring:	0	0	0	0	0	0	0	0	0	0
Performance Totals:		0	0	0	0	0	0	0	0	0
Multiple Choice Summer:	0	0	0	0	0	0	0	0	0	0
Multiple Choice Fall:	0	0	0	0	0	0	0	0	0	0
Multiple Choice Spring:	0	0	0	0	0	0	0	0	0	0
Multiple Choice Totals:	0	0	0	0	0	0	0	0	0	0
% Passing Both Parts:	52.9	50.6	51.7	50	57.8	39.2				

Notes: One score completely computerized

GENDER, ATTENDANCE, Etc.**Hertford County Middle School
2007-2008**

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10
School Years:	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
% Male:	48.9	49.3	50.9	49.2	50.3	52.3				
% Female:	51.1	50.7	49.1	50.8	49.7	47.7				
% Attendance:	94	94.5	93.8	99	97.2	94.9				
# Volunteer Hours:										
% Free / Reduced Lunch:	68.3	72.87	68.61	67.89	72.43	64.57				
# Referrals to Office:										
# Times In- School Susp.:	50.22	59.8	56.4	42.71	43.33					
# Days In-School Susp.:										
# Times Out-of- School Susp.:										
# Days Out-of- School Susp.:										
Notes:	Gender Source: Beyond 20/20									

ETHNIC DATA

Hertford County Middle School 2007-2008

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10
School Years:	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
African American:	79.7	81.2	83.8	84.3	84.8	83.7				
American Indian:	0.9	1.2	0.9	1	0.5	1.2				
Asian:	0.1	0	0.2	0.4	0.5	0.7				
Hispanic:	0.3	0.6	0.5	0.7	1.7	1.6				
Multi-Ethnic:										
Native Hawaiian:										
White:	19	17	14.6	13.5	12.4	12.8				
Other:										
Notes:	Source: Beyond 20/20									

EXCEPTIONAL CHILDREN

Hertford County Middle School
2007-2008

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10
School Years:	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
Autistic:	3	3	5	5	2	1				
BED:	7	6	9	9	5	3				
EMD:	53	66	61	63	45	44				
Hearing Impaired:	2	2	2	2	0	0				
OHI:	10	22	30	29	32	30				
Severe/ Profound:										
SLD:										
Speech/ Language:										
TMD:	5	3	5	4	2	0				
Other:										
Notes:										

School Profile Data: Category A-1

ABCs EOG by Subgroup (Grades 6-8)

	<u>School Years</u>									
	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
All	50.4	57.8	58.	63.9	31.1	39.0				
Male	44.2	56.5	55.1	63.0	27.9	35.3				
Female	55.8	59.2	61.5	64.8	34.3	43.0				
White	74.3	80.3	281.2	81.6	46.7	50.7				
Black	44.5	53.4	54.0	61.1	27.4	36.4				
Hispanic	N/A	N/A	N/A	50.0	50.0	50.0				
American Indian	83.3	77.8	75.0	83.3	N/A	33.3				
Asian/Pacific Islander	N/A	N/A	N/A	N/A	N/A	N/A				
Multiracial	N/A	N/A	N/A	N/A	80	71.4				
Free/Reduced Lunch	41.9	51.9	52.2	56.6	26	33.8				
Not Free/Reduced Lunch	66.8	73.0	73.4	81.4	42.8	50.9				
Limited English Proficient	N/A	N/A	N/A	40.0	33.3	50.0				
Migrant	N/A	N/A	N/A	N/A	N/A	N/A				
Students with Disabilities	5.3	14.2	26.4	40.9	11.1	18.8				

Notes

Percent proficient in BOTH reading and math.

Source:Supplemental Disaggregated Data Reports

Grade 6 was moved to the elementary school inn 2004-2005 school year.

School Profile Data: Category A-2

EOG Percent Proficient

	<u>School Years</u>									
	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
Reading Grade 6	51.3	61.2	57.3							
Reading Grade 7	55.9	65.9	72.1	66.4	76.5	76.2				
Reading Grade 8	66.0	76.5	73.6	79.5	72.8	79.3				
Math Grade 6	69.7	76.2	79.0							
Math Grade 7	71.0	64.2	66.9	70.4	37.2	40.8				
Math Grade 8	65.7	68.9	72.3	79.1	29.1	44.5				

Notes

Grade 6 was moved to the elementary school in 2004-2005 school year.

School Profile Data: Category A-3

Writing Percentage Proficient

	<u>School Years</u>									
	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
Writing Grade 7			27.5	29.0						

Notes

School Profile Data: Category A-4

AYP Reading Grades (6-8)

	<u>School Years</u>									
	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
All students	*	67.5	67.6	73.9	74.8	75.8				
American Indian	*	*	*	*	*	*				
Asian	*	*	*	*	*	*				
Black	*	63.8	64.1	71.9	72.5	73.0				
Hispanic	*	*	*	*	*	*				
Multi-Racial	*	*	*	*	*	*				
White	*	85.6	86.2	87.3	86.4	89.1				
Free/Reduced Lunch	*	61.9	62.5	67.9	70.9	72.1				
Limited English Proficient	*	*	*	*	*	*				
Students with Disabilities	*	22.1	34.6	47.6	40.2	43.8				

Notes

Source: AYP Reports

Percent Proficient

Grade 6 was moved to the elementary school in 2004-2005 school year.

School Profile Data: Category A-5

AYP Math Grades (6-8)

	<u>School Years</u>									
	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011
All students	*	70.3	72.8	75.4	33.0	44.7				
American Indian	*	*	*	*	*	*				
Asian	*	*	*	*	*	*				
Black	*	66.3	69.8	73.6	29.5	41.5				
Hispanic	*	*	*	*	*	*				
Multi-Racial	*	*	*	*	*	*				
White	*	89.9	90.2	87.3	47.0	58.4				
Free/Reduced Lunch	*	66.1	68.7	70.5	28.0	39.4				
Limited English Proficient	*	*	*	*	*	*				
Students with Disabilities	*	23.5	49.0	59.2	19.7	25.6				

Notes

Source: AYP Reports

Percent Proficient

Grade 6 was moved to the elementary school in 2004-2005 school year