
Section 1: Philosophy and School Objectives

BAKER MIDDLE SCHOOL'S VISION

*Our vision, as a community,
is to inspire a passion for learning.*

BAKER MIDDLE SCHOOL'S MISSION

Our mission at Baker Middle School is to:

- develop a professional learning community
- challenge ourselves to be better than we think we can be
- build relationships with students and between adults
- provide engaging and relevant experiences
- increase students' and adults' self-efficacy
- understand and advocate for “*the greater good*”
- communicate effectively
- provide tools for success
- implement a multi-dimensional approach

At Baker Middle School,

“Learners Today..Leaders Tomorrow”

2011-2012 SCHOOL IMPROVEMENT PLAN TEAMS BAKER MIDDLE SCHOOL

GOAL #1: MATH	GOAL #2: READING	GOAL #3: CLIMATE
Vaughn Bradley Dawn Haren Becky Nelson Shelia Shipmon-friedli Tracy Tomlinson Louise Worthington	Bridget Friedman Barbara Kelley Heidi Walker Scott Webster	Donna Beatrice Deb Volley Stewart Cummings Lori Leister Robin Lupia Lenny Marino Pam Wetzel
DATE	FORUM	
9/20/2011	Math BMSAP—60 minutes	
10/4/2011	ILT Meeting-Math Data /SIP Review Goal #1	
10/17/2011	Department Meeting re: Team Math Data Meetings	
10/20/2011	Team Math Data Meeting	
9/27/2011	Reading BMSAP—60 minutes	
10/17/2011	Department Meeting re: Team Reading Data Meetings	
10/18/2011	ILT Meeting-Reading Data/SIP Review Goal #2	
11/03/11	Team Reading Data Meetings	
1/24/2012	Math BMSAP—60 minutes	
1/30/2012	Department Meetings: Team Math Data Meetings	
2/7/2012	ILT Meeting—Team Math Data/SIP Review Goal #1	
2/9/2012	Team Math Data Meetings	
1/13-1/19, 2012	Reading BMSAP—60 minutes	
1/30/2012	Department Meeting re: Team Reading Data Meetings	
1/31/2012	ILT Meeting—Reading Data /SIP Review	
2/2/2012	Team Reading Data Meetings	
10/25/2011	ILT Meeting—SIP Review Goal #3: Climate	
5/8/2012	ILT Meeting—SIP Review Goal #3: Climate	

STRATEGIC PLANNING Baker Middle School will improve student achievement and school climate measured by:

- GOAL 1 – MATH: Meet or exceed MSA Math AMO of 85.7% focusing on Black or African Americans, FARMS, Special Education and LEP.
- GOAL 2 – READING: Meet or exceed MSA Reading AMO of 90.4% focusing on Special Education and Black or African American students.
- GOAL 3 – CLIMATE: Increase to 90%, plus the Positive Responses on MCPS Survey Climate of Respect.

STUDENT & STAKEHOLDER FOCUS - The results of the analysis of disaggregated data indicated that our focus is to:

- Increase the percentage of students meeting the 2011 Math AMO of 78.6% for the following subgroups: FARMS 13.9%; Special Education 21.6%; LEP 15%; and Black or African American 22.7%.
- Increase the percentage of students meeting the 2011 Reading AMO of 85.6% for the following subgroups: Special Education 7.5% and Black or African American 6.2%.
- Address the educational needs of FARMS, Special Education, LEP, Black or African American and Hispanic students in math and reading.
- Increase student participation in math and reading support programs such as the Extended Day Program, Summer School Program and afternoon Homework Club.
- Organize and monitor the use of Bulldog Time to help meet the educational needs of students.
- Motivate students to learn through authentic activities and creative implementation of content through critical thinking.
- Expand the number of students who successfully complete acceleration courses.
- Support academic achievement through collaboration with cluster schools.
- Increase outreach to parents to strengthen partnership in supporting student success.

ORGANIZATIONAL PERFORMANCE RESULTS

- MCPS Seven Keys benchmarks
- Strategic Goal #1 for proficient or advanced in math as described in the Strategic Plan (MSA data)
- Strategic Goal #2 for proficient or advanced in reading as described in the Strategic Plan (MSA data)
- Report Card Grades
- Parent Volunteer Data
- MCPS Climate Surveys
- Algebra Enrollment Data
- Staff Focus Group Results (see Algebra Data)
- Student Ethnographic Feedback
- Informal Observation Data
- Referral/Suspension Data
- MAP-R Data
- Attendance Data
- Real-time Analysis of Grades during Bulldog Time
- Trend data (see MSA Proficiency Data Table)
- Summer School/Extended Day Pre/Post Test and Report Cards.



MEASUREMENT, ANALYSIS, AND KNOWLEDGE MANAGEMENT

- MAP-R Results (3 administrations)
- MCPS English/Math Formative and Summative Assessments
- Quarterly Ineligibility Data
- Ds and Es List (bi-monthly)
- Baker MS Assessment Program (BMSAP - 2 each in Math and English)
- Quarterly Interim & Report Card Data
- Teacher Administered Formative Assessments
- Read 180, MAP-R , Study Island, Fastmath and Understanding Math Data
- Walk-Through Data (standards & technology)
- Weekly Kid Talk Conferences
- Student and Staff Focus Groups
- Examination of Student Work
- Monthly Suspension Data
- Weekly Attendance
- Letter Sent Home for 10% and 20% Absences
- Attendance EMT's Scheduled; Home Visits
- PRIDE Program Entry & Exit Data
- Quarterly SIP Reviews by ILT Teams
- Student Surveys
- AIP Discussions



PROCESS MANAGEMENT

- Identify strategies through root-cause analysis and evaluate these strategies using the Plan-Do-Study-Act (PDSA) .
- Process management strategies analyzed using leading and lagging indicators at monthly department, team, and data meetings, linked to MSAs over time.
- The SIP Team, composed of all stakeholders, will meet quarterly to monitor progress on goals.
- Monitor math & reading/English enrollment data quarterly, and analyze student assessments to determine appropriate placement.
- Monitor student performance through multiple meetings focused on learning.
- Monitor student performance through mentoring programs.
- Implementation of research-based strategies, including READ 180, Corrective Reading, Fastmath and Understanding Math.

LEADERSHIP

The School Improvement Team will communicate information and establish effective dialogue within the learning community and monitor our vision, mission, high expectations, and core values to staff, parents and students through, but not limited to, the following processes and systems.

Monitoring		
Data Meetings	Agendas/ Action Notes	Team Meetings
Student Focus Groups	Parent Attendance/Feedback	Parent and Staff Observations
Student/Staff/Parent Surveys	Professional Development Portfolios	Department Meetings

Communication		
Parent Meetings	Connect Ed Phone Messages	List Serve
Weekly Newsletters (Paw Prints)	On-line Achievement Reporting System/Edline	Voicemail and Telephone Calls
Staff/Team/Department Meetings	Website	Conferences
Student Town Hall Meetings	PTA Communications	Podcasts Webinars

Technical Assistance provided by:		
MCPS Technical Consultant	Arts/PE Resource Teacher	Staff Development Teacher
Information Tech. System Specialist	Media Specialist and Assistant	Leadership Members
Center for Technology Innovation	Instructional Data Analyst	Grade Book Advisors/ Edline Superuser
Pupil Personnel Worker	School Psychologist	

STAFF FOCUS

Based on an analysis of data, staff development at Baker is tied to department and team action plans, as described in the Comprehensive Professional Development Plan, through a variety of processes.

Analysis of data includes:

- Informal observation trends
- Professional development evaluation data
- Team/Department member input
- Real-time student data
- MCPS initiatives

School-wide focus areas for professional development will include:

- Differentiation instruction
- Critical thinking through higher level questioning
- Meeting students' social/emotional needs through relationship building

Processes and resources include:

- Quarterly review of action plans and SIP
- Web-based staff development/discourse through teams/departments
- Weekly common planning time
- Examination of student work
- Use of SD Evaluation model (levels 0-5)
- Implementation of AIP programs to support targeted students

MISSION

John T. Baker Middle School seeks to be an exemplary learning community. We build the foundation of this community through meaningful relationships, relevant and engaging learning, and effective communication. We challenge ourselves to be better than we think we can be and advocate for the greater good of our multi-dimensional community. Our success in this mission will build lifelong, confident learners, who have the tools necessary for success in a changing world.

CORE VALUES

*Respect — Fairness, Equity
Positive Attitude — Commitment,
Perseverance, Ownership in the Belief
that All Students Can & Will Be Successful
Effective Communication — Collaboration,
Relationships, Shared Leadership
Using Character & Integrity*

VISION

Our vision, as a community, is to inspire a passion for learning.

Baker Middle School SIP Strategic Goal 1 Math 2011-2012

Meet or exceed MSA Math AMO of 85.7% focusing on Black or African Americans, FARMS, Special Education and LEP Students

Action Steps / Objectives / Processes	Person(s) Responsible	Resources Needed	Monitoring Tools or Data Points (Formative and Summative)	Monitoring (Date/Whom)	Results/Next Steps	
SCHOOLWIDE	<p>Strategic Goal 1.A All Students Meeting or exceeding the aggregate goal of 85.7% (2012 AMO) of proficient and advanced in math based on MSA standards and aligned with the MCPS 7 Keys by raising advanced performance from 36.3% to 40%.</p>	<p>Bradley (AP) Nelson (SOT) Tomlinson (Math RT) Shipmon-Friedli (Science RT) Beatrice (World Studies RT.) (Grade 8 RT) Haren (RTSE)</p>	<ul style="list-style-type: none"> • BMSAP • Data meetings • Achievement Series • MyMCPS • AIP Plans and Monitoring • Increase the number of students in our Math 6, Math 7, and Focus on Algebra extended day program to bring it to full capacity with a minimum of 15 students per class • Increase the number of students in our Math 6, Math 7, and Focus on Algebra summer school program to bring it to full capacity with a minimum of 15 students per class • Student Formative and Summative Assessment Data • After school Math Support Club • Fastt Math intervention • Understanding Math intervention during on-level math classes • Math interventions on MSDE website for home use • Pride Program • Special Education Resource Class • Thor Teams Mentoring Program • Professional Development for Math Teachers during Math Department Meetings • Study Island • Formative and Summative Assessments 	<p>BMSAP</p> <ul style="list-style-type: none"> • 09/20/11 <p>Data Meeting</p> <ul style="list-style-type: none"> • 10/04/11 (ILT) • 10/17/11 (Dept.) • 10/20/11 (Team) <p>BMSAP</p> <ul style="list-style-type: none"> • 01/24/12 • 01/30/12 (ILT) • 02/07/12 (Department) • 02/09/12 (Team) <p>SIP</p> <ul style="list-style-type: none"> • 10/04/11 • 01/30/12 		
BY SUBGROUPS	<p>Strategic Goal 1.B Black or African American, FARMS, Special Education, Hispanic and LEP Students Increase the percentage of students who are proficient or advanced in math based on MSA standards and aligned with the MCPS 7 Keys for the following subgroups in order to meet or exceed the 2012 AMO of 85.7% and look at advanced performance as follows:</p> <ul style="list-style-type: none"> • Black or African Americans from 19% to 25% • FARMS from 18.2% to 25% • Special Education from 9.8% to 15% • LEP from 18.8% to 25% • Hispanic 22% to 26% • Two or More Races 18.8% to 25% 	<p>Bradley (AP) Nelson (SOT) Tomlinson (Math RT) Shipmon-Friedli (Science RT) Beatrice (World Studies RT.) (Grade 8 RT) Haren (RTSE)</p>	<ul style="list-style-type: none"> • Focus on Instructional Strategies such as: <ul style="list-style-type: none"> • Explicit vocabulary instruction • Explicit teaching of action verb vocabulary • Use of graphic organizers • Modeling, self-grading and peer grade of BCR's and ECR's • BMSAP • Data meetings • Achievement Series • MyMCPS • AIP Plans and Monitoring • Increase the number of students in our Math 6, Math 7, and Focus on Algebra extended day program to bring it to full capacity with a minimum of 15 students per class • Increase the number of students in our Math 6, Math 7, and Focus on Algebra summer school program to bring it to full capacity with a minimum of 15 students per class • Student Formative and Summative Assessment Data • After school Math Support Club • Fastt Math intervention • Understanding Math intervention during on-level math classes • Math interventions on MSDE website for home use • Pride Program • Special Education Resource Class • Thor Teams Mentoring Program • Professional Development for Math Teachers during Math Department Meetings • Study Island • Formative and Summative Assessments 	<p>BMSAP</p> <ul style="list-style-type: none"> • 09/20/11 <p>Data Meeting</p> <ul style="list-style-type: none"> • 10/04/11 (ILT) • 10/17/11 (Dept.) • 10/20/11 (Team) <p>BMSAP</p> <ul style="list-style-type: none"> • 01/24/12 • 01/30/12 (ILT) • 02/07/12 (Department) • 02/09/12 (Team) <p>SIP</p> <ul style="list-style-type: none"> • 10/04/11 • 01/30/12 		

Baker Middle School SIP Strategic Goal 1 Math 2011-2012

Meet or Exceed MSA Math AMO of 85.7% Focusing on Black or African American , FARMS, Special Education and LEP Students

Action Steps / Objectives / Processes	Person(s) Responsible	Resources Needed	Monitoring Tools or Data Points (Formative and Summative)	Monitoring (Date/Whom)	Results/Next Steps
<p>Strategic Goal 1.C Asian and White Students Increase the percentage of students who are proficient or advanced in math based on MSA standards and aligned with the MCPS 7 Keys for the following subgroups in order to meet or exceed the 2013 AMO of 92.9% and raising advanced performance as follows:</p> <ul style="list-style-type: none"> Asian students from 57% to 65% White students from 41.7% to 50% 	Bradley (AP) Nelson (SDT) Tomlinson (Math RT) Shipman-Friedli (Science RT) Beatrice (World Studies RT.) (Grade 8 RT) Haren (RTSE)	<ul style="list-style-type: none"> BMSAP Data meetings Achievement Series MyMCPS AIP Plans and Monitoring Increase the number of students in our Math 6, Math 7, and Focus on Algebra extended day program to bring it to full capacity with a minimum of 15 students per class Increase the number of students in our Math 6, Math 7, and Focus on Algebra summer school program to bring it to full capacity with a minimum of 15 students per class Student Formative and Summative Assessment Data After-school Math Support Club Fastt Math intervention Understanding Math intervention during on-level math classes Math interventions on MSDE website for home use Pride Program Special Education Resource Class Thor Teams Mentoring Program Professional Development for Math Teachers during Math Department Meetings Study Island Formative and Summative Assessments 	BMSAP <ul style="list-style-type: none"> 09/20/11 Data Meeting <ul style="list-style-type: none"> 10/04/11 (ILT) 10/17/11 (Dept.) 10/20/11 (Team) BMSAP <ul style="list-style-type: none"> 01/24/12 01/30/12 (ILT) 02/07/12 (Department) 02/09/12 (Team) SIP <ul style="list-style-type: none"> 10/04/11 01/30/12 		

BY SUBGROUPS

Baker Middle School SIP Strategic Goal 1 Math 2011-2012

Increase Black or African American Enrollment in Algebra from 26% to 71% and Increase Hispanic Enrollment in Algebra from 37% to 71%

Action Steps / Objectives / Processes	Person(s) Responsible	Resources Needed	Monitoring Tools or Data Points (Formative and Summative)	Monitoring (Date/ Whom)	Results/Next Steps
<p>Strategic Goal 1.D To prepare students for more rigorous math courses in school year 2012-2013, the goals and action plans will be implemented in school year 2011-2012. Increase the percentage of students enrolled in adv. level math courses in grades 6 and 7 so that by the end of grade 8, 71% have successfully completed Algebra or higher with a grade of C or higher.</p> <ul style="list-style-type: none"> • Maintain the number of Asian students at 78% (25/32 students) • Increase number of Black or African American students to 71% (47/65 students) • Increase number of Hispanic students to 71% (66/78 students) • Increase number of White students to 71% (278/389 students) <p>Increase the percentage of 6th and 7th grade students enrolled in adv. level courses so that at least 71% have successfully completed IM or higher.</p> <ul style="list-style-type: none"> • Maintain number of Asian students at 71% (12/15 students) • Increase number of Black or African American students to 71% (23/32 students) • Increase number of Hispanic students to 71% (23/32 students) • Increase number of White students to 71% (125/176 students) 	Bradley (AP) Nelson (SDT) Tomlinson (Math RT) Shipmon-Friedli (Science RT) Beatrice (World Studies RT.) (Grade 8 RT) Haren (RTSE)	<ul style="list-style-type: none"> • BMSAP • Data meetings • Achievement Series • MyMCPS • AIP Plans and Monitoring • Increase the number of students in our Math 6, Math 7, and Focus on Algebra extended day program to bring it to full capacity with a minimum of 15 students per class • Increase the number of students in our Math 6, Math 7, and Focus on Algebra summer school program to bring it to full capacity with a minimum of 15 students per class • Student Formative and Summative Assessment Data • After school Math Support Club • Fastt Math intervention • Understanding Math intervention during on-level math classes • Math interventions on MSDE website for home use • Pride Program • Special Education Resource Class • Thor Teams Mentoring Program • Professional Development for Math Teachers during Math Department Meetings • Study Island • Formative and Summative Assessments 	BMSAP <ul style="list-style-type: none"> • 09/20/11 Data Meeting <ul style="list-style-type: none"> • 10/04/11 (ILT) • 10/17/11 (Dept.) • 10/20/11 (Team) BMSAP <ul style="list-style-type: none"> • 01/24/12 • 01/30/12 (ILT) • 02/07/12 (Department) • 02/09/12 (Team) SIP <ul style="list-style-type: none"> • 10/04/11 • 01/30/12 		

BY COURSE

Baker Middle School SIP Strategic Goal 2 Reading 2011-2012
Meet or exceed MSA Reading AMO of 90.4% focusing on Special Education and Black or African American Students

	Action Steps / Objectives / Processes	Person(s) Responsible	Resources Needed	Monitoring Tools or Data Points (Formative and Summative)	Monitoring (Date/Whom)	Results/Next Steps
SCHOOLWIDE	<p>Strategic Goal 2.A All Students Meeting or exceeding the 2013/2014 AMO aggregate of 97% proficient or advanced in reading based on MSA standards and aligned with the MCPS 7 Keys by raising advanced performance from 57.7% to 62%</p>	Friedman (Grade 6 RT) Kelley (Reading Specialist) Walker (Media Specialist) Webster (English, RT) Worthington (Principal)	<ul style="list-style-type: none"> • BMSAP • Data meetings • Achievement Series • My MCPS • AIP Plans and Monitoring • SIP Review and Monitoring • Increase the number of students in our Reading extended day program to bring it to full capacity with a min. of 15 students per class • Read 180, Developmental Reading, Corrective Reading Programs • Increase reading strategies in all curricular areas • Pride Program • Special Education Resource Classes • Thor Teams Mentoring Program 	BMSAP <ul style="list-style-type: none"> • 9/27/11 • Data Meeting • 10/18/11 (ILT) • 10/17/11 (Dept.) BMSAP <ul style="list-style-type: none"> • 01/13/12-01/19/12 (Exam Week) • Data Meeting • 01/31/12(ILT) • 01/30/12 ((Dept.) • 02/09/12 (Team) SIP <ul style="list-style-type: none"> • 10/18/11 • 01/31/12 		
BY SUBGROUPS	<p>Strategic Goal 2.B Special Education, Black or African American and FARMS Students Increase the percentage of students who are proficient and advanced in reading based on MSA standards and aligned with the MCPS 7 Keys for the following subgroups in order to meet or exceed the 2012 AMO of 90.4% and raising advanced performance as follows:</p> <ul style="list-style-type: none"> • Special Education from 22.5% to 25% • Black or African American from 31.1% to 35% • FARMS from 34.7% to 37% <p>Strategic Goal 2.C Hispanic Students, LEP and Two or More Races Students Increase the percentage of students who are proficient or advanced in reading based on MSA standards and aligned with the MCPS 7 Keys for the following subgroups in order to meet or exceed the 2013 AMO of 95.2% and raising advanced performance as follows:</p> <ul style="list-style-type: none"> • Hispanic from 43.8%-46% • LEP from 25% to 35% • Two or More Races 43.8% to 46% 	Friedman (Grade 6 RT) Kelley (Reading Specialist) Walker (Media Specialist) Webster (English, RT) Worthington (Principal)	<ul style="list-style-type: none"> • BMSAP • Data meetings • Achievement Series • My MCPS • AIP Plans and Monitoring • SIP Review and Monitoring • Increase the number of students in our Reading extended day program to bring it to full capacity with a min. of 15 students per class • Read 180, Developmental Reading, Corrective Reading Programs • Increase Reading strategies in all curricular areas • Pride Program • Special Education Resource Classes • Thor Teams Mentoring Program 	BMSAP <ul style="list-style-type: none"> • 9/27/11 • Data Meeting • 10/18/11 (ILT) • 10/17/11 (Dept.) BMSAP <ul style="list-style-type: none"> • 01/13/12-01/19/12 (Exam Week) • Data Meeting • 01/31/12(ILT) • 01/30/12 ((Dept.) • 02/09/12 (Team) SIP <ul style="list-style-type: none"> • 10/18/11 • 01/31/12 		

Baker Middle School SIP Strategic Goal 2 Reading 2011-2012
Meet or exceed MSA Reading AMO of 80.8% focusing on Asian and White Students

Action Steps / Objectives / Processes	Person(s) Responsible	Resources Needed	Monitoring Tools or Data Points (Formative and Summative)	Monitoring (Date/Whom)	Results/Next Steps
<p>SCHOOL WIDE</p> <p>Strategic Goal 2.D Asian and White Students Increasing the percentage of students who are proficient or advanced in reading, based on MSA standards and aligned with the MCPS 7 Keys for the following subgroups in order to meet or exceed the 2014 AMO of 100% and raising advanced performance as follows:</p> <ul style="list-style-type: none"> • Asian from 65.7% to 70% • White from 65.2% to 70% 	Friedman (Grade 6 RT) Kelley (Reading Specialist) Walker (Media Specialist) Webster (English, RT) Worthington (Principal)	<ul style="list-style-type: none"> • BMSAP • Data meetings • Achievement Series • My MCPS • AIP Plans and Monitoring • SIP Review and Monitoring • Increase the number of students in our Reading extended day program to bring it to full capacity with a min. of 15 students per class • Read 180, Developmental Reading, Corrective Reading Programs • Increase Reading strategies in all curricular areas • Pride Program • Special Education Resource Classes • Thor Teams Mentoring Program 	BMSAP <ul style="list-style-type: none"> • 9/27/11 • Data Meeting • 10/18/11 (ILT) • 10/17/11 (Dept.) BMSAP <ul style="list-style-type: none"> • 01/13/12-01/19/12 (Exam Week) • Data Meeting • 01/31/12 (ILT) • 01/30/12 (Dept.) • 02/09/12 (Team) SIP <ul style="list-style-type: none"> • 10/18/11 • 01/31/12 		

Baker Middle School SIP Strategic Goal 3 2011-2012
Increase to 90% Plus, Positive Responses on MCPS Survey Regarding a Climate of Respect

Action Steps / Objectives / Processes	Person(s) Responsible	Resources Needed	Monitoring Tools or Data Points (Formative and Summative)	Monitoring Date/Whom	Results/Next Steps
Strategic Goal 3.A Create a climate of respect. <ul style="list-style-type: none"> • Student to Student • Staff to Student 	Cummings, S. (Grade 7 RT and Testing Coordinator) Leister (Counseling RT) Marino (Arts/PE RT) Lupia (AP) Wetzel (MCEA Rep.) Briggs (Sup. Service Rep)	<ul style="list-style-type: none"> • Student Focus Groups • Climate Surveys • Relationship Building 	SIP <ul style="list-style-type: none"> • 10/25/2011 • 05/08/2012 		
Strategic Goal 3.B Create effective and safe classroom communities, by maximizing time on teaching and learning, minimizing disruptions to learning, and maintaining effective environmental controls.	Cummings, S. (Grade 7 RT and Testing Coordinator) Leister (Counseling RT) Marino (Arts/PE RT) Lupia (AP) Wetzel (MCEA Rep.) Briggs (Sup. Service Rep)	<ul style="list-style-type: none"> • Student Focus Groups • Climate Surveys • Relationship Building 	SIP <ul style="list-style-type: none"> • 10/25/2011 • 05/08/2012 		
Strategic Goal 3.C To consistently implement the Behavior Intervention Protocol to ensure a safe and productive learning environment, meeting the MCPS year 2040 suspension target of 0.5% for all subgroups.	Cummings, S. (Grade 7 RT and Testing Coordinator) Leister (Counseling RT) Marino (Arts/PE RT) Lupia (AP) Wetzel (MCEA Rep.) Briggs (Sup. Service Rep)	<ul style="list-style-type: none"> • Student Focus Groups • Climate Surveys • Relationship Building 	SIP <ul style="list-style-type: none"> • 10/25/2011 • 05/08/2012 		
Strategic Goal 3.D Implementing equitable practices in all classrooms, based upon gender, socio economic status, disabilities and race, meeting the MCPS year 2016 ineligibility goal of 1.2% for all subgroups.	Cummings, S. (Grade 7 RT and Testing Coordinator) Leister (Counseling RT) Marino (Arts/PE RT) Lupia (AP) Wetzel (MCEA Rep.) Briggs (Sup. Service Rep)	<ul style="list-style-type: none"> • Student Focus Groups • Climate Surveys • Pride Program • Thor Teams Mentoring Program 	SIP <ul style="list-style-type: none"> • 10/25/2011 • 05/08/2012 		
Strategic Goal 3.E Increase the attendance rate of all students to 98% from school year 10-11 as follows <ul style="list-style-type: none"> • Gr 6 from 94.7 to 98% • Gr 7 from 94.5 to 98% • Gr 8 from 94.7 to 98% Increase Special Education Attendance from 91.2% to 93.8% (2012 AMD)	Leister (Counselor, RT) Schmidt (Counselor) Schwaderer (Counselor) Whited (Counselor)	<ul style="list-style-type: none"> • Rootcause Analysis • Student Conferences • Parent Conferences • Academic Intervention Plans 	SIP <ul style="list-style-type: none"> • 10/25/2011 • 05/08/2012 		
Strategic Goal 3.F Decrease the percentage of students with unexcused tardies in 2010-2011 by 50% in 2011-2012: <ul style="list-style-type: none"> • Grade 6 from 45% (111/244) to 22.5% • Grade 7 from 53% (150/284) to 26.5% • Grade 8 from 52% (121/234) to 26% Decrease the percentage of students with 3 or more unexcused tardies in 2010-2011 by 50% in 2011-2012: <ul style="list-style-type: none"> • Grade 6 from 25% (61/244) to 12.5% • Grade 7 from 24% (69/284) to 12% • Grade 8 from 22% (52/234) to 11% 	Leister (Counselor, RT) Schmidt (Counselor) Schwaderer (Counselor) Whited (Counselor)	<ul style="list-style-type: none"> • Rootcause Analysis • Student Conferences • Parent Conferences • Academic Intervention Plans 	SIP <ul style="list-style-type: none"> • 10/25/2011 • 05/08/2012 		

SCHOOL WIDE