

Hoover Middle School Climate Goal 2009-2010 (August 20, 2009)

STUDENT/STAKEHOLDER FOCUS

Based on an analysis of Hoover's data and on the research of the importance of engaging students in their learning and of establishing relationships with students to improve their academic performance, the Hoover staff will focus on students in all grades who are earning less than a 3.0 GPA (Charts 1 and 2) in the following subgroups: African American, FARMS, Hispanic, and special education. By the end of the 2008-2009 school year, 63% of AA students, 68% of FARMS students, 54% of special education students, and 42% of Hispanic students earned a GPA of less than 3.0 compared with 19% Asian students and 22% white students and a whole-school average of 25% students earning a GPA below 3.0. The Hoover staff will develop relationships with all students and strive to engage all students in their learning in order to foster an environment of high academic standards and positive school climate.



LEADERSHIP

The School Improvement Team of Hoover Middle School meets quarterly as part of a Professional Learning Community.

Vision: To foster an environment where all students are successful.

Mission: To provide a rigorous educational program where students are actively engaged in their learning by focusing on the Baldrige Core Values of Management by Fact, using data to drive decisions; Agility, the desire and ability to respond quickly to make changes based on stakeholder input and/or data analysis; Focus on the Future, to collaborate with vertical and grade-level teams with the end in mind; and Visionary Leadership, when there is a shared vision and visible commitment of all stakeholders to the principles and practices of continuous improvement and performance excellence.

The vision, mission, and core values are communicated to all stakeholders on Hoover's website, on posters in the school, in the PTA newsletter, at open-invitation grade-level meetings with parents, at quarterly grade-level data meetings, at staff training meetings, at team meetings, and at department meetings.

STRATEGIC PLANNING

Goal: By June 2010, the staff at Hoover Middle School will implement relationship-building strategies with students and engage students in their learning in order to increase the percentage of students who are earning a GPA of at least 3.0 in each of the following subgroups:

- African American (from 37% -- 22/59 to 75% --45/60)
- Hispanic (from 58% --31/53 to 75% -- 46/61)
- FARMS (from 32% -- 11/34 to 75% -- 26/34)
- Special Education (from 46% -- 47/103 to 75% -- 61/81)



FACULTY AND STAFF FOCUS

With support from OOD and the Diversity Team, staff will participate in training in the following areas:

Focus Areas:

- Critical Thinking
- Student Engagement
- Race and equity topics
- Equitable teaching strategies
- Data analysis
- Goal-setting
- Relationship Building



PROCESS MANAGEMENT

- Analysis of 2009 - 2010 student GPA data
- Development and implementation of intervention and relationship-building strategies for students
- Implementation of student engagement strategies and increased opportunities for critical thinking



MEASUREMENT, ANALYSIS, AND KNOWLEDGE MANAGEMENT

- Pinnacle and Edline reports
- Lists of ineligible students
- GPA reports of identified students
- Interim reports
- Quarterly grades
- Attendance data
- Student, staff, and parent feedback
- MyMCPS