

THE SILVER SPRING INTERNATIONAL MIDDLE SCHOOL 2008-2009 SCHOOL IMPROVEMENT PLAN

STUDENT AND STAKEHOLDER FOCUS

Based on an analysis of the following disaggregated 2007-2008 data MSA reading and math, suspensions, ineligibility, discipline referrals, honor roll achievement, and student participation in advanced level courses, it was found that the FARMS, special education, and LEP subgroups are at risk for not meeting the 2009 reading AMO of 75.9%; the special education and LEP subgroups are at risk for not meeting the 2009 math AMO of 64.3%; the Hispanic, African American, FARMS, special education, and LEP subgroups are at risk for not successfully completing Algebra 1 by 8th grade and are under enrolled in advanced level courses, in the achievement of honor roll status, and are ineligible at higher rates; the African American and special education subgroups are suspended at disproportionate rates.

FACULTY AND STAFF FOCUS

- Middle School Reform Phase II Training on:
 - Rigorous Instruction
 - Adolescent Learner
 - Collaboration
- Content Professional Development
- Interdisciplinary Planning/ MYP Planning
- Culturally Responsive Instruction
- Technology Training,
- PBIS Training

LEADERSHIP

Vision

The Silver Spring International Middle School inspires and empowers internationally minded life-long learners, by acknowledging their common humanity, as they become leaders in the global society.

Mission

The Silver Spring International Middle School provides rigorous instruction, fosters a collaborative teaching and learning environment and creates a safe, nurturing school climate that celebrates cultural diversity

We will utilize systematic processes to ensure individual student progress, aligned with our vision, mission, and school goals, towards the attainment of academic excellence through:

- Regularly scheduled monitoring of student achievement through department, team, Instructional Leadership Team (ILT), Achievement Steering Committee (ASC), and PTSA meetings, engaging multiple stakeholders in the process of improvement
- Continuous communication among staff, students, and parents, through newsletters, web site, weekly staff bulletins, email, EdLine, ConnectEd, and stakeholder meetings. evening meetings, flyers

STRATEGIC PLANNING

Goal 1 To meet or exceed the Annual Measurable Objective (AMO) for all school groups on the 2009 MSA: Reading: 75.9% Math: 64.3%

Goal 2 To provide rigorous instruction to all school groups by

- Increasing the percentage of students achieving honor roll by 5% (from 37% to 42%) with a particular focus on the African American, Hispanic, FARMS, special education, and LEP subgroups.
- Increasing the enrollment of students in advanced level courses by 5% (from 37% to 42%) with a particular focus on the African American, Hispanic, FARMS, special education, and LEP subgroups.
- Increasing the percentage of all school groups passing the MSA at the advanced level by 5% from 37.8% to 42.8% in reading and from 23.9% to 28.9% in math with a particular focus on the African American, Hispanic, FARMS, special education, and LEP subgroups.

Goal 3 To create a safe, collaborative and culturally responsive learning environment by:

- Decreasing student discipline referrals by 10% (from 600 referrals to 540 referrals)
- Meeting the MCPS suspension target rate of less than 6.7% with a particular focus on decreasing suspensions for the special education subgroup by 5.1% from 11.8% to 6.7% and the African American subgroup by 2.4% from 9.1% to 6.7%
- Meeting the MCPS ineligibility target rate of no more than 12.7% with a particular focus in decreasing the ineligibility rates for African American, Hispanic, FARMS, special education and LEP subgroups.

PROCESS MANAGEMENT

- Use the Strategic Monitoring Tool to analyze student data to inform instruction
- Implement and monitor department action plans focusing on student progress towards meeting SIP goals and to determine staff and student needs
- Assess teacher needs to implement training to build teacher capacity for instruction
- Implement and monitor Academic Intervention Plans to increase student achievement

PERFORMANCE RESULTS

*see attached data tables

MEASUREMENT, ANALYSIS, AND KNOWLEDGE MANAGEMENT

- Strategic Monitoring Tool (SMT)
- Advanced Level Class Enrollment/Performance
- MCPS Math and Reading Assessments
- Interim/Quarter Grades
- Student Plans: IEPs, AIPs, 504s, ELL/RELL
- MAP-R
- Classroom Observations
- Classroom Walk-Throughs
- MYP Assessments
- Stakeholder Climate Survey
- PBIS Referral Data
- PBIS Survey
- Suspension Data
- Eligibility Data
- Parent attendance and feedback at Back to School Night, parent conferences, SIP meetings, and parent information nights
- ELO student performance Data
- Student feedback from MSA focus groups

**Silver Spring International Middle School
Performance Results**

2008 MSA Reading	Basic		Proficient		Advanced		2008 MSA Math	Basic		Proficient		Advanced	
	%	#	%	#	%	#		%	#	%	#	%	#
All	20.2	<u>146</u> 724	42.0	<u>304</u> 724	37.8	<u>274</u> 724	All	24.2	<u>175</u> 724	51.9	<u>374</u> 724	23.9	<u>173</u> 724
American Indian	*	*	*	*	*	*	American Indian	*	*	*	*	*	*
Asian/Pacific Islander	18.2	<u>10</u> 55	47.3	<u>26</u> 55	34.5	<u>19</u> 55	Asian/Pacific Islander	10.9	<u>6</u> 55	56.4	<u>31</u> 55	32.7	<u>18</u> 55
African American	24.0	<u>53</u> 221	43.0	<u>95</u> 221	33.0	<u>73</u> 221	African American	29.0	<u>64</u> 221	57.5	<u>127</u> 221	13.6	<u>30</u> 221
White	2.8	<u>5</u> 176	21.0	<u>37</u> 176	76.1	<u>134</u> 176	White	3.4	<u>6</u> 176	39.8	<u>70</u> 176	56.8	<u>100</u> 176
Hispanic	28.4	<u>77</u> 271	53.9	<u>146</u> 271	17.7	<u>48</u> 271	Hispanic	36.5	<u>99</u> 271	54.2	<u>147</u> 271	9.2	<u>25</u> 271
Special Education	39.4	<u>37</u> 94	39.4	<u>37</u> 94	21.3	<u>20</u> 94	Special Education	47.9	<u>45</u> 94	42.6	<u>40</u> 94	9.6	<u>9</u> 94
Limited English Proficient	76.7	<u>46</u> 60	20.0	<u>12</u> 60	3.3	<u>2</u> 60	Limited English Proficient	58.3	<u>35</u> 60	38.3	<u>23</u> 60	3.3	<u>2</u> 60
Free/Reduced Meals	30.1	<u>104</u> 346	53.5	<u>185</u> 346	16.5	<u>57</u> 346	Free/Reduced Meals	36.1	<u>125</u> 346	56.1	<u>194</u> 346	7.8	<u>27</u> 346

2007 MSA Reading	Basic		Proficient		Advanced		2007 MSA Math	Basic		Proficient		Advanced	
	%	#	%	#	%	#		%	#	%	#	%	#
All	34.5	<u>247</u> 715	40.2	<u>287</u> 715	25.3	<u>181</u> 715	All	44.5	<u>317</u> 713	39.7	<u>283</u> 713	15.8	<u>113</u> 713
American Indian	*	*	*	*	*	*	American Indian	*	*	*	*	*	*
Asian/Pacific Islander	24.2	<u>15</u> 62	46.8	<u>29</u> 62	29.0	<u>18</u> 62	Asian/Pacific Islander	25.8	<u>16</u> 62	48.4	<u>30</u> 62	25.8	<u>16</u> 62
African American	44.3	<u>97</u> 219	41.6	<u>91</u> 219	14.1	<u>31</u> 219	African American	62.2	<u>135</u> 217	31.3	<u>68</u> 217	6.5	<u>14</u> 217
White	6.6	<u>12</u> 183	31.1	<u>57</u> 183	62.3	<u>114</u> 183	White	13.7	<u>25</u> 183	45.9	<u>84</u> 183	40.4	<u>74</u> 183
Hispanic	49.0	<u>123</u> 251	43.8	<u>110</u> 251	7.2	<u>18</u> 251	Hispanic	56.2	<u>141</u> 251	40.2	<u>101</u> 251	3.6	<u>9</u> 251
Special Education	56.0	<u>52</u> 93	34.4	<u>32</u> 93	9.6	<u>9</u> 93	Special Education	68.8	<u>64</u> 93	28.0	<u>26</u> 93	3.2	<u>3</u> 93
Limited English Proficient	76.0	<u>38</u> 50	24.0	<u>12</u> 50	0	<u>0</u> 50	Limited English Proficient	75.0	<u>39</u> 52	25.0	<u>13</u> 52	0.0	<u>0</u> 52
Free/Reduced Meals	48.8	<u>159</u> 326	41.7	<u>136</u> 326	9.5	<u>30</u> 326	Free/Reduced Meals	59.3	<u>192</u> 324	34.6	<u>112</u> 324	6.2	<u>20</u> 324

**Silver Spring International Middle School
Performance Results**

2006 MSA Reading	Basic		Proficient		Advanced		2007 MSA Math	Basic		Proficient		Advanced	
	%	#	%	#	%	#		%	#	%	#	%	#
All	36.7	<u>287</u> 783	40.5	<u>317</u> 783	22.8	<u>179</u> 783	All	43.8	<u>344</u> 784	43.4	<u>340</u> 784	12.8	<u>100</u> 784
American Indian	*	*	*	*	*	*	American Indian	*	*	*	*	*	*
Asian/Pacific Islander	23.3	<u>14</u> 60	41.7	<u>25</u> 60	35.0	<u>21</u> 60	Asian/Pacific Islander	25.0	<u>15</u> 60	55.0	<u>33</u> 60	20.0	<u>12</u> 60
African American	43.6	<u>106</u> 243	56.7	<u>111</u> 243	10.7	<u>26</u> 243	African American	58.4	<u>142</u> 243	39.1	<u>95</u> 243	2.5	<u>6</u> 243
White	8.1	<u>15</u> 186	35.0	<u>65</u> 186	56.9	<u>106</u> 186	White	10.8	<u>20</u> 186	40.5	<u>94</u> 186	38.7	<u>72</u> 186
Hispanic	51.7	<u>152</u> 294	39.5	<u>116</u> 294	8.8	<u>26</u> 294	Hispanic	56.6	<u>167</u> 295	40.0	<u>118</u> 295	3.4	<u>10</u> 295
Special Education	62.9	<u>56</u> 89	28.1	<u>25</u> 89	9.0	<u>8</u> 89	Special Education	75.3	<u>67</u> 89	21.3	<u>19</u> 89	3.4	<u>3</u> 89
Limited English Proficient	79.6	<u>35</u> 44	18.2	<u>8</u> 44	2.2	<u>1</u> 44	Limited English Proficient	78.7	<u>37</u> 47	21.3	<u>10</u> 47	0.0	<u>0</u> 47
Free/Reduced Meals	48.2	<u>175</u> 363	42.1	<u>153</u> 363	9.7	<u>35</u> 363	Free/Reduced Meals	58.5	<u>214</u> 366	37.4	<u>137</u> 366	4.1	<u>15</u> 366

2007-2008 Suspensions	EOY Enrolled		Suspended	
	#	%	#	%
All	747	4.6	34	4.6
American Indian	*	*	*	*
Asian/Pacific Islander	57	0	0	0
African American	230	9.1	21	9.1
White	176	1.7	3	1.7
Hispanic	283	3.5	10	3.5
Special Education	93	11.8	11	11.8
Limited English Proficient	*	*	*	*
Free/Reduced Meals	*	*	*	*

Area	Data
Students Achieving Honor Roll	Baseline data of 37% of all students was obtained during the fourth quarter of the 2007-2008 school year
Student enrollment in advanced level courses	Baseline data of 37% of all students was obtained during the fourth quarter of the 2007-2008 school year
Student discipline referrals	Baseline data of 600 student referrals obtained through PBIS SWIS data during the 2007-2008 school year

Goal 1 - Reading Action Plan

School: The Silver Spring International Middle School

Department: English\Reading and School-Wide

Date: 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Reading: 75.9%

AYP Group	2009 AMO: 75.9%	2010 AMO: 80.8%	AYP Group	2009 AMO:75.9%	2010 AMO: 80.8%
All Students	Met	+28 students*	Hispanic	+ 23 students*	+36 students*
Asian	Met	Met	FARMS	+20 students*	+35 students*
African American	Met	+20 students*	Special Education	+19 students*	+24 students*
White	Met	Met	LEP	+42 students*	+ 48 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase student awareness of Annual Measurable Objectives <ul style="list-style-type: none"> • Classroom Data Walls • Monthly Cohort Data Chats 	English Content Specialist: Singleton	Student MSA Data Performance Matters Town Hall Meetings	Student Reflection Sheets and Graphs Teacher Data Notebooks Kid Day Meetings	Quarterly by: English Content Specialist: Singleton English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 - Reading Action Plan

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Strategically monitor student achievement across school groups <ul style="list-style-type: none"> • African American • Asian • Hispanic • White • FARMS • Special Education • LEP 	Administration: Parcan, Harley, Mamana Content Specialist: Singleton	Strategic Monitoring Tool Performance Matters Data Warehouse Predictor	English/Reading Unit Assessments MAP-R Data MSA Scores	Bi-weekly English/Reading Department Data Chats English Content Specialist: Singleton Administration: Parcan, Harley, Mamana English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson Monthly: ASC	

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Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Utilize MCPS English/reading formative and summative assessment data during department meetings to inform instruction	English Content Specialist: Singleton	Data results by classes from IDA: Ramaswamy Teacher Reflection resources Data Tracker	Achievement Series Results Performance Matters Classroom Data Walls Strategic Monitoring Tool	10-08-08, 12-18-08, 01-26-08, 03-03-09, 05-19-09, 06-17-09 English Content Specialist: Singleton Administration: Parcan, Harley English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 - Reading Action Plan

School: The Silver Spring International Middle School

Department: English\Reading and School-Wide

Date: 11-07-08

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Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Identify and schedule students reading below grade level into READ-180 classes	Administration: Parcan, Harley, Mamana English Content Specialist: Singleton Guidance Counselors: Pannell, Logue, Stevenson, Simmons	MSA Scores MAP-R Scores READ-180 Licenses	READ-180 Data	Quarterly by: English Content Specialist: Singleton READ-180 Teachers: Dennis, Lawson-Walters, Sheridan	

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Department: English\Reading and School-Wide

Date: 11-07-08

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Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Conduct on-going and effective monitoring of student progress against the VSC indicators	English Content Specialist: Singleton	VSC Indicators Long-range plan Monitoring Tool	Performance Matters VSC Monitoring Tool	11-12-08, 12-17-08, 1-21-09, 2-18-09, 4-29-09, 5-13-09 English Content Specialist: Singleton English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 - Reading Action Plan

School: The Silver Spring International Middle School

Department: English\Reading and School-Wide

Date: 11-07-08

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase utilization of MAP-R data as a resource to help inform instruction	English Content Specialist: Singleton	Data results by classes from IDA: Ramaswamy Teacher Reflection resources	MAP-R Results for Fall 08 Winter 08 Spring 09 Trend Data Strategic Monitoring Tool	10-02-08, 02-13-09, 05-29-09 English Content Specialist: Singleton English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 - Reading Action Plan

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Department: English\Reading and School-Wide

Date: 11-07-08

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide Extended Learning Opportunities (ELO) focusing on targeted students <ul style="list-style-type: none"> • Extended Day • Saturday School • Homework Club • Skills Tutor 	ELO Coordinator: Flaggs After School Activities Coordinator: Masterson English Content Specialist: Singleton	Middle School Extended Day Classes Skills Tutor Licenses (State School Improvement Grant) Finish Line and MSA Coach Materials ELO Funds/Grants	Strategic Monitoring Tool Finish Line and MSA Coach Assessments Attendance Reports	Monthly by: ELO Coordinator: Flaggs After School Activities Coordinator: Masterson English Content Specialist: Singleton	
Provide training and support for the use of vocabulary across the content areas	Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Dr. Kate Kinsella's Strategies and Toolkit Vocabulary Resources created by Literacy Coach	Classroom Observations Cohort Planning Tools	Weekly by: Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	

Goal 1 - Reading Action Plan

School: The Silver Spring International Middle School

Department: English\Reading and School-Wide

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*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and support for giving effective feedback to students	Staff Development Teacher: Swift Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Video Clip Training Plan and Resources Samples of Effective Feedback	Feedback provided on students work (ie: Well-Developed Paragraphs and BCRs)	Bi-Weekly by: English Content Specialist: Singleton Content Cohorts	
Facilitate training on differentiation strategies	Staff Development Teacher: Swift Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee,	Equitable Practices Guide MAP-R Lexile Scores MSA Scores ESOL Level IEP Goals	Classroom Observations Cohort Planning Tools	Ongoing by: Staff Development Teacher: Swift Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini. Yokoyama, Sanvee	

Goal 1 - Reading Action Plan

School: The Silver Spring International Middle School

Department: English\Reading and School-Wide

Date: 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Reading: 75.9%

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White	Met	Met	LEP	+42 students*	+ 48 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Track student progress on writing BCRs and Well-Developed Paragraphs	Instructional Leadership Team	Scored student samples of each cohort's Well-Developed Paragraphs and BCRs	Rubrics for Well-Developed Paragraph and BCRs. Excel Data Spreadsheet	Monthly by: Instructional Leadership Team ASC	
Increase technology-driven instruction using Promethean boards and ActivStudio software to promote student engagement in the content areas <ul style="list-style-type: none"> • Bi-weekly training during department meeting 	Staff Development Teacher: Swift Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Promethean Board Hardware and Software ActivStudio Software Teaching and Learning Consultants: Lori Chaney Sookhee Plotkin	Classroom Observations Student Surveys Teacher Surveys	Weekly/Monthly by: Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee Quarterly by: Classroom Teachers	

Goal 1 - Reading Action Plan

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White	Met	Met	LEP	+42 students*	+ 48 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Implement the three strands of Middle School Reform during Pre-Service week, Professional Development, and Department meetings: <ul style="list-style-type: none"> • Adolescent Learner • Collaboration • Rigor 	Instructional Leadership Team	Training Plan Training Materials (Power Points, Documents, etc.)	Classroom Observations	On-going by: Instructional Leadership Team	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

	2009 AMO: 64.3%	2010 AMO: 71.4%	AYP Group	2009 AMO:64.3%	2010 AMO: 71.4%
All Students	Met	Met	Hispanic	+ 17 students*	+35 students*
Asian	Met	Met	FARMS	+20 students*	+28 students*
African American	Met	Met	Special Education	+13 students*	+20 students*
White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase awareness of Annual Measurable Objectives <ul style="list-style-type: none"> • Classroom Data Walls • Monthly Cohort Data Chats 	Math Content Specialist: Roberts	Student MSA Data Performance Matters Town Hall Meetings	Student Reflection Sheets and Graphs Teacher Data Notebooks Kid Day Meetings	Quarterly by: Math Content Specialist: Roberts Math Teachers: Ayuk, Bernal, Brown, DeSenna, Kallemyrn, Masterson, McMahan, Ritchie, Williams, Zimmerman	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

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*Additional students needed to make Annual Measurable Objective

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Conduct on-going and effective monitoring of student progress against the VSC indicators.	Math Content Specialist: Roberts Algebra Lead Teacher: Beidleman BENK Math Support: Rosenthal	VSC Indicators Weekly and Long-range plan Monitoring Tool	VSC Indicator Database	Monthly by: Math Content Specialist: Roberts Algebra Lead Teacher: Beidleman BENK Math Support: Rosenthal Math Teachers: Ayuk, Bernal, Brown, DeSenna, Kalle myn, Masterson, McMahon, Ritchie, Williams, Zimmerman	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

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*Additional students needed to make Annual Measurable Objective

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase the utilization of VSC assessment data	Math Content Specialist: Roberts Algebra Lead Teacher: Beidleman BENK Math Support: Rosenthal	VSC Quiz MSA Practice Test VSC Assessment Results	VSC Indicator Database Strategic Monitoring Tool	Bi-weekly/Monthly: Math Content Specialist: Roberts Algebra Lead Teacher: Beidleman BENK Math Support: Rosenthal Math Teachers: Ayuk, Bernal, Brown, DeSenna, Kalle myn, Masterson, McMahon, Ritchie, Williams, Zimmerman	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

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African American	Met	Met	Special Education	+13 students*	+20 students*
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*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide Extended Learning Opportunities (ELO) <ul style="list-style-type: none"> • Extended Day • Saturday School • Algebra Club • Homework Club • Math Team • Skills Tutor 	ELO Coordinator: Flaggs After School Activities Coordinator: Masterson Math Content Specialist: Roberts	Middle School Extended Day Classes Skills Tutor Licenses (State School Improvement Grant) Math Manipulatives FASTT Math Software Finish Line and MSA Coach Materials ELO Funds/Grants	Strategic Monitoring Tool Finish Line and MSA Coach Assessments Attendance Reports	Monthly by: ELO Coordinator: Flaggs After School Activities Coordinator: Masterson Math Content Specialist: Roberts	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

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White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and support for giving effective feedback to students	Content Specialists: Roberts, Singleton, Yokoyama, Jefferson, Sanvee, Bianchini	Video Clip Training Plan Training Resources	Feedback provided on student work and Brief Constructed Responses(BCR) and Extended Constructed Responses(ECR)	Weekly by: Math Content Specialist: Roberts Content Cohorts	
Provide training and support for teaching vocabulary across the contents areas	Literacy Coach: Artis Content Specialists: Roberts, Singleton, Yokoyama, Jefferson, Sanvee, Bianchini	Dr. Kate Kinsella's Strategies and Toolkit Vocabulary Resources created by the Literacy Coach	Classroom Observations Cohort Planning Tools	Weekly by: Literacy Coach:Artis Content Specialists: Roberts, Singleton, Yokoyama, Jefferson Sanvee, Bianchini	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

	2009 AMO: 64.3%	2010 AMO: 71.4%	AYP Group	2009 AMO:64.3%	2010 AMO: 71.4%
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Asian	Met	Met	FARMS	+20 students*	+28 students*
African American	Met	Met	Special Education	+13 students*	+20 students*
White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Facilitate trainings on implementing differentiation strategies.	Staff Development Teacher: Swift Literacy Coach: Artis Content Specialist: Roberts, Singleton, Yokoyama, Jefferson, Sanvee, Bianchini	MSA Scores ESOL Level IEP Goals MAP-R Lexile Levels Equitable Practice Guide	Classroom Observations Cohort Planning Tools	Staff Development Teacher: Swift Literacy Coach: Artis Content Specialist: Roberts, Singleton, Yokoyama, Jefferson, Sanvee, Bianchini	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

	2009 AMO: 64.3%	2010 AMO: 71.4%	AYP Group	2009 AMO:64.3%	2010 AMO: 71.4%
All Students	Met	Met	Hispanic	+ 17 students*	+35 students*
Asian	Met	Met	FARMS	+20 students*	+28 students*
African American	Met	Met	Special Education	+13 students*	+20 students*
White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase technology-driven instruction using Promethean boards and ActivStudio software to promote student engagement in the content areas <ul style="list-style-type: none"> • Bi-weekly training during department mtgs. 	Staff Development Teacher: Swift Content Specialists:, Roberts, Singleton, Jefferson, Bianchini, Yokoyama, Sanvee	Promethean Board Hardware and Software ActivStudio Software Teaching and Learning Consultants: Lori Chaney Sookhee Plotkin	Classroom Observations Student Surveys Teacher Surveys	Weekly/Monthly by: Content Specialists: Roberts, Singleton, Jefferson, Bianchini, Yokoyama, Sanvee Quarterly by: Classroom Teachers	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

	2009 AMO: 64.3%	2010 AMO: 71.4%	AYP Group	2009 AMO:64.3%	2010 AMO: 71.4%
All Students	Met	Met	Hispanic	+ 17 students*	+35 students*
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African American	Met	Met	Special Education	+13 students*	+20 students*
White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Implement the three strands of Middle School Reform during PreService week, Professional Development and Department Meetings: Adolescent Learner, Collaboration, and Rigor	Instructional Leadership Team:	Training Plan Training Materials (Power Points, Documents, etc.)	Classroom Observations	On-going by: Instructional Leadership Team	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

	2009 AMO: 64.3%	2010 AMO: 71.4%	AYP Group	2009 AMO:64.3%	2010 AMO: 71.4%
All Students	Met	Met	Hispanic	+ 17 students*	+35 students*
Asian	Met	Met	FARMS	+20 students*	+28 students*
African American	Met	Met	Special Education	+13 students*	+20 students*
White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Enroll all 8 th grade students in Algebra 1, with the exception of those in Geometry <ul style="list-style-type: none"> • Schedule students in double-period classes • Provide co-teachers in classes with Special Education/LEP students • Embed VSC/MSA 8th grade indicators • Monitor student progress bi-quarterly 	Administration: Parcan, Mamana, Harley Math Content Specialist: Roberts BENK Math Support: Rosenthal	Double periods in Master Schedule Co-teachers VSC Warm-Ups	Algebra 1 Unit Tests Results Interim/Report Card Grades VSC Monitoring Tool	Math Content Specialist: Roberts BENK Math Support: Rosenthal Algebra Lead Teacher: Beidelman	

Goal 1 - Math Action Plan

School: The Silver Spring International Middle School

Department: Mathematics and School-Wide

Date: 11-07-08

SIP Goal 1 (Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Math: 64.3%

	2009 AMO: 64.3%	2010 AMO: 71.4%	AYP Group	2009 AMO:64.3%	2010 AMO: 71.4%
All Students	Met	Met	Hispanic	+ 17 students*	+35 students*
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White	Met	Met	LEP	+23 students*	+ 30 students*

*Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and on-going support on the use of cooperative learning groups, stations, student-centered instruction	Math Content Specialist: Roberts BENK Math Support: Rosenthal Algebra Lead Teacher: Beidelman	Department Meetings Peer Visits	Formal and informal classroom observations Performance Matters Math Data	Monthly by: Math Content Specialist: Roberts BENK Math Support: Rosenthal Algebra Lead Teacher: Beidelman	

Goal 1 - World Studies Action Plan

School: The Silver Spring International Middle School

Department: World Studies (WS)

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Conduct on-going and effective monitoring of student progress against the VSC indicators	WS Content Specialist: Yokoyama	VSC Indicators Weekly and Long-range plan Monitoring Tool	VSC Indicator Database	Monthly by: WS Teachers: Yokoyama, Anamelechi, Flaggs, Vernola, Gaeman	
Increase utilization of MAP-R data	WS Content Specialist: Yokoyama	Data results by classes NWEA.org Website Teacher Reflection Resources	MAP-R Results for: Fall 08 Winter 08 Spring 08 Trend Data Strategic Monitoring Tool	10/02/08, 2/13/09 5/29/09 WS Content Specialist: Yokoyama WS Teachers: Anamelechi, Flaggs, Vernola, Gaeman English Content Specialist: Singleton	
Provide training and support for the use of vocabulary across the content areas	Literacy Coach: Artis WS Content Specialist: Yokoyama	Vocabulary Resources created and/or by the Literacy Coach	Classroom Observations Cohort Planning Tools	10/29, 11/6, 11/14, 11/20, 11/24. 12/8 WS Content Specialist: Yokoyama Literacy Coach: Artis	

Goal 1 - World Studies Action Plan

School: The Silver Spring International Middle School

Department: World Studies (WS)

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and support for giving effective feedback to students	Staff Development Teacher: Swift WS Content Specialist: Yokoyama	Video Clip Training Plan and Resources Samples of Effective Feedback	Feedback provided on or about Student Writing Samples (ie: BCRs)	Monthly by: WS Content Specialist: Yokoyama WS Teachers: Flaggs, Vernola, Anamelechi, Gaeman	
Monitor student progress on writing BCRs	WS Content Specialist: Yokoyama Instructional Leadership Team	Scored student samples of each cohort's BCRs	Rubrics for BCRs- (use rubrics from English Dept.) Excel Data Spread Sheet IDA: Ramaswamy	WS Content Specialist: Yokoyama Instructional Leadership Team	
Facilitate training on differentiation strategies	Staff Development Teacher: Swift WS Content Specialist: Yokoyama	Equitable Practices Guide	Classroom Observations Cohort Planning Tools	Ongoing by Staff Development Teacher: Swift Monthly by WS Content Specialist: Yokoyama	

Goal 1 - World Studies Action Plan

School: The Silver Spring International Middle School

Department: World Studies (WS)

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase technology-driven instruction using Promethean boards and ActivStudio software to promote student engagement in the content areas <ul style="list-style-type: none"> • Bi-weekly training during department meeting 	Staff Development Teacher: Swift WS Content Specialist: Yokoyama MCPS Central Office trainers/Teaching and Learning Consultant: Chaney	Promethean Board Hardware and Software ActivStudio Software	Classroom Observations Student Surveys Teacher Surveys	Monthly by: WS Content Specialist: Yokoyama Staff Development Teacher: Swift	
Implement the three strands of Middle School Reform: Adolescent Learner, Collaboration, and Rigor	WS Content Specialist: Yokoyama	Training Plan Training Materials (Power Points Documents, etc.)	Classroom Observations	On-going by: Instructional Leadership Team WS Content Specialist: Yokoyama	
Facilitate the implementation of MYP units and rubrics	MYP Coordinator: Caison WS Content Specialist: Yokoyama	MYP Instructional Guides and MCPS Curriculum Guides	MYP Unit Planners MYP Data Points Spreadsheet	Monthly by: WS Content Specialist: Yokoyama	

Goal 1 - Science Action Plan

School: The Silver Spring International Middle School

Department: Science

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Conduct on-going and effective monitoring of student progress against the VSC indicators	Science Content Specialist: Jefferson	VSC Indicators Weekly and Long-range plan Monitoring Tool	VSC Indicator Database	Monthly by: Science Teachers: Jefferson, Castillo, McNary, Wade, Topelius, Gregal	
Increase utilization of MAP-R data	Science Content Specialist: Jefferson	Data results by classes NWEA.org Website Teacher Reflection Resources	MAP-R results for Fall 08, Winter 08, Spring 08, Trend Data Strategic Monitoring Tool	9/12/08, 11/10/08, 2/19/09 Science Content Specialist: Jefferson English Content Specialist: Singleton	
Provide training and support for the use of vocabulary across the content areas	Literacy Coach: Artis Science Content Specialist: Jefferson	Dr. Kate Kinsella's Strategies and Toolkit "Science Reading Strategies" Vocabulary resources created by the Literacy Coach	Classroom Observations Cohort Planning Tools	Weekly/Monthly by: Literacy Coach: Artis Science Content Specialist: Jefferson 11/18, TBD	

Goal 1 - Science Action Plan

School: The Silver Spring International Middle School

Department: Science

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and support for giving effective feedback to students	Staff Development Teacher: Swift Science Content Specialist: Jefferson	Video Clip Training Plan and Resources Samples of Effective Feedback	Feedback provided on or about Student Writing Samples (ie: BCRs)	6 th Grade:9/18, 10/27, 11/20, 12/22, 1/22, 2/17,, 4/29, 5/21 7 th Grade:9/10, 10/21, 11/12, 12/12, 1/15, 2/6, 4/23, 5/13 8 th Grade: 9/4, 10/3, 11/6, 12/8, 1/7, 2/2, 3/9, 4/15, 5/7 Science Department: Jefferson, Castillo, McNary, Wade, Topelius, Gregal	
Review/analyze 5 th and 8 th Grade Science MSA data to inform instruction	Science Content Specialist: Jefferson	Science MSA data for 2008 and 2007 Curriculum Guides Aligned VSC Indicators	Interim/Report Card Grades Science Unit Tests VSC Monitoring Tool	Monthly by: Science Content Specialist: Jefferson Science Teachers: Castillo, Topelius, McNary, Gregal, Wade	
Monitor student progress on writing BCRs	Science Content Specialist: Jefferson	Scored student samples of each cohort's BCRs	Rubrics for BCRs. Excel Data Spreadsheet	9/26, 10/23/ 12/16, 1/20, 2/19, 4/3 Science Department: Jefferson, Castillo, McNary, Wade, Topelius, Gregal	

Goal 1 - Science Action Plan

School: The Silver Spring International Middle School

Department: Science

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Facilitate training on differentiation strategies	Staff Development Teacher: Swift Literacy Coach: Artis Science Content Specialist: Jefferson	Equitable Practices Guide	Classroom Observations Cohort Planning Tools	6 th Grade:9/18, 10/27, 11/20, 12/22, 1/22, 2/17,, 4/29, 5/21 7 th Grade:9/10, 10/21, 11/12, 12/12, 1/15, 2/6, 4/23, 5/13 8 th Grade: 9/4, 10/3, 11/6, 12/8, 1/7, 2/2, 3/9, 4/15, 5/7 Staff Development Teacher: Swift Science Content Specialist: Jefferson	
Implement the three strands of Middle School Reform: Adolescent Learner, Collaboration, and Rigor	Instructional Leadership Team Parcan, Harley, Mamana, Swift, Bianchini, Jefferson, Joseph, Roberts, Pannell, Sanvee, Singleton, Yokoyama, Addison, Buck, Earby, Henaghan, Pilgrim, Zimmerman, Artis,	Training Plan Training Materials (Power Points Documents, etc.)	Classroom Observations	Instructional Leadership Team Parcan, Harley, Mamana, Swift, Bianchini, Jefferson, Joseph, Roberts, Pannell, Sanvee, Singleton, Yokoyama, Addison, Buck, Earby, Henaghan, Pilgrim, Zimmerman, Artis,	

Goal 1 - Science Action Plan

School: The Silver Spring International Middle School

Department: Science

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase technology-driven instruction using Promethean boards and ActivStudio software to promote student engagement in the content areas <ul style="list-style-type: none"> • Bi-weekly training during department meeting 	Staff Development Teacher: Swift Science Content Specialist: Jefferson Teaching and Learning Consultant Lori Chaney	Promethean Board and Hardware ActivStudio Software	Classroom Observations Student Surveys Teacher Surveys	9/2, 11/6, 12/4, 1/13, 2/12, 3/13, 4/21 Content Specialists: Jefferson Science Teachers: Castillo, McNary, Wade, Topelius, Gregal	
Increase use of mathematics in the content area	Staff Development Teacher: Swift Content Specialists: Jefferson, Roberts MYP Coordinator: Caison	MYP Interdisciplinary Planning Template	Classroom Observations Cohort Planning Tools	Ongoing by: Staff Development Teacher: Swift Content Specialists: Jefferson, Roberts MYP Coordinator: Caison	

Goal 1 – Foreign Language Action Plan

School: The Silver Spring International Middle School

Department: Foreign Language

Date: 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Reading: 75.9%

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Plan in cohort	Cohorts Content Specialist: Sanvee	Cohort lesson plans and activities Observations Teacher created Structured paragraphs/ BCR Cohort Long range planning. Cohort grading of common assessments/ BCR Share best practices	Monthly cohort planning by grade level Grades Review -Interim and -Report card grades	Monthly and quarterly by Content Specialist: Sanvee	
Practice Middle School Reform instructional strategies consistently	Content Specialist: Sanvee Literacy Coach: Artis Teachers: Dupeux-Murray, Solomon, Aguilar, Linker, Zeiger	Monthly “BCR” cohort analysis by gender Failure List Analysis Minority Data Analysis Data wall Data notebooks Interim grades Report card grades	Monthly cohort planning by grade level Grades Review -Interim grades -Report card grades	Monthly and quarterly by Content Specialist: Sanvee	

Goal 1 – Foreign Language Action Plan

School: The Silver Spring International Middle School

Department: Foreign Language

Date: 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA: Reading: 75.9%

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Analyze data daily to drive instruction	Foreign Language Teachers: Dupeux-Murray, Solomon, Aguilar, Linker, Zeiger Content Specialist: Sanvee Cohorts	Monthly “BCR” cohort analysis by gender Failure List Analysis Minority Data Analysis Data wall Data notebooks Interim grades Report card grades	Monthly cohort planning by grade level Informal observations	Monthly and quarterly by Content Specialist: Sanvee	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:

Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase student awareness of Annual Measurable Objectives (AMO) <ul style="list-style-type: none"> • Classroom Data Walls • Monthly Cohort Data Chats 	English Content Specialist: Singleton	Student MSA Data Performance Matters Town Hall Meetings	Student Reflection Sheets and Graphs Teacher Data Notebooks Kid Day Meetings	Quarterly by: English Content Specialist: Singleton ESOL Teachers: Buck, Collins, Muller English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
 Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Create LEP Pupil Enrichment classes to support ESOL and R-ELL students with reading skills	Administration: Parcan, Harley, Mamana LEP Pupil Enrichment Teacher: Buck Guidance Counselors: Pannell, Logue, Stevenson, Simmons	Master Schedule Academic Intervention Staffing Reading Curriculum Guides Reading VSC Indicators	Interim/Report Card Grades VSC Monitoring Tool	On-going by: LEP Pupil Enrichment Teacher: Buck	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:

Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Identify and schedule ESOL students into READ-180 classes	Administration: Parcan, Harley, Mamana ESOL Teachers: Buck, Collins, Muller English Content Specialist: Singleton Guidance Counselors: Pannell, Logue, Stevenson, Simmons	MSA Scores MAP-R Scores ESOL Level Information READ-180 Licenses	READ-180 Data	Quarterly by: ESOL Teachers: Buck, Collins, Muller English Content Specialist: Singleton	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
 Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Strategically monitor LEP student achievement	Administration: Parcan, Harley, Mamana Content Specialist: Singleton	Strategic Monitoring Tool (SMT) Performance Matters Data Warehouse Predictor	English/Reading Unit Assessments ESOL Grades MAP-R Data MSA Scores	Bi-weekly during English/Reading/ESOL Department Data Chats English Content Specialist: Singleton Administration: Parcan, Harley, Mamana Monthly: ASC	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
 Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide Extended Learning Opportunities (ELO) focusing on LEP students <ul style="list-style-type: none"> • Extended Day • Saturday School • Homework Club • Skills Tutor • Algebra Club 	ELO Coordinator: Flaggs After School Activities Coordinator: Masterson English Content Specialist: Singleton	Middle School Extended Day Classes Skills Tutor Licenses (State School Improvement Grant) Finish Line and MSA Coach Materials ELO Funds/Grants	Strategic Monitoring Tool Finish Line and MSA Coach Assessments Attendance Reports	Monthly by: ELO Coordinator: Flaggs After School Activities Coordinator: Masterson English Content Specialist: Singleton	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
 Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Utilize MCPS English/reading formative and summative assessment data during department meetings to inform instruction for LEP students	English Content Specialist: Singleton	Data results by classes from IDA: Ramaswamy Teacher Reflection resources Data Tracker	Achievement Series Results Performance Matters (PM) Classroom Data Walls Strategic Monitoring Tool	10-08-08, 12-18-08, 01-26-08, 03-03-09, 05-19-09, 06-17-09 English Content Specialist: Singleton ESOL Teachers: Buck, Collins, Muller English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
 Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and support for the use of vocabulary across the content areas, focusing on the needs of English Language Learners	Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Dr. Kate Kinsella’s Strategies and Toolkit Vocabulary Resources created by Literacy Coach	Classroom Observations Cohort Planning Tools	Weekly by: Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	
Conduct on-going and effective monitoring of student progress against the VSC indicators	English Content Specialist: Singleton	VSC Indicators Long-range plan Monitoring Tool	Performance Matters VSC Monitoring Tool	English Content Specialist: Singleton ESOL Teachers: Buck, Collins, Muller English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 – Limited English Proficient (LEP) Students Action Plan

School: The Silver Spring International Middle School **Department:** English/Reading/ESOL and School-Wide **Date:** 11-07-08

SIP Goal 1 (Reading) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
 Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+42 LEP students*	+48 LEP students*	+23 LEP students*	+30 LEP students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase utilization of MAP-R data	English Content Specialist: Singleton	Data results by classes from IDA: Ramaswamy Teacher Reflection resources	MAP-R Results for Fall 08 Winter 08 Spring 09 Trend Data Strategic Monitoring Tool	English Content Specialist: Singleton ESOL Teachers: Buck, Collins, Muller English/Reading Teachers: Dennis, Earby, Ferguson, Flowers, Jackson, Klein, Henaghan, Lawson-Walters, Mannix, Mayo, Sheridan, Stelzner, Taylor, Wilson	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide co-teaching training to incorporate the best practices of co-teaching into the classroom	Resource Teacher for Special Education (RTSE): Joseph	Training materials Observation sheets	Peer Visits Observations with feedback	Pre-service training: RTSE and all staff involved with co-teaching (including general educators, special educators and special education para educators Weekly observations throughout the entire school year	
Facilitate training on differentiation strategies	Staff Development Teacher: Swift Literacy Coach: Artis RTSE: Joseph Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Equitable Practices Guide MAP-R Lexile Scores MSA Scores ESOL Level IEP Goals	Classroom Observations Cohort Planning Tools	Ongoing by: Staff Development Teacher: Swift Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase student awareness of Annual Measurable Objectives (AMO) <ul style="list-style-type: none"> • Classroom Data Walls • Monthly Cohort Data Chats 	Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee RTSE: Joseph	Student MSA Data Performance Matters Town Hall Meetings	Student Reflection Sheets and Graphs Teacher Data Notebooks Kid Day Meetings	Quarterly by: Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee Special Education Teachers: Addison, Ferguson, Sheridan, Flowers, Klein, Williams, Sauter, Dennis, Wilson, Fuchs-Musgrave Para educators – Weakley, Mejia, Middleton, Peasley, Serpas, Sheku, Lancaster, Howells	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Strategically monitor Special Education student achievement	Administration: Parcan, Harley, Mamana RTSE: Joseph	Strategic Monitoring Tool (SMT) Performance Matters Data Warehouse Predictor	English/Reading Unit Assessments ESOL Grades MAP-R Data MSA Scores	Monthly: RTSE: Joseph Administration: Parcan, Harley, Mamana ASC	
Identify and schedule Special Education students into READ-180 classes	Administration: Parcan, Harley, Mamana RTSE: Joseph English Content Specialist: Singleton Guidance Counselors: Pannell, Logue, Stevenson, Simmons	MSA Scores MAP-R Scores IEP's READ-180 Licenses	READ-180 Data	Quarterly by: RTSE: Joseph English Content Specialist: Singleton READ-180 Teachers: Dennis, Lawson-Walters, Sheridan	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide Extended Learning Opportunities (ELO) for targeted Special Education students <ul style="list-style-type: none"> • Extended Day • Saturday School • Algebra Club • Homework Club • Math Team • Skills Tutor 	ELO Coordinator: Flaggs After School Activities Coordinator: Masterson Resource Teacher for Special Education (RTSE): Joseph	Middle School Extended Day Classes Skills Tutor Licenses (State School Improvement Grant) Math Manipulatives FASTT Math Software Finish Line and MSA Coach Materials	Strategic Monitoring Tool Finish Line and MSA Coach Assessments Attendance Reports	Monthly by: ELO Coordinator: Flaggs After School Activities Coordinator: Masterson	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/ processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase utilization of MCPS formative and summative assessment data across all content areas	Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Data results by classes from IDA: Ramaswamy Teacher Reflection resources	Achievement Series Results Performance Matters Information Management System Classroom Data Walls	10-08-08, 12-18-08, 01-26-08, 03-03-09, 05-19-09, 06-17-09 Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee Special Education Teachers: Addison, Ferguson, Sheridan, Flowers, Klein, Williams, Sauter, Dennis, Wilson, Fuchs-Musgrave Para educators – Weakley, Mejia, Middleton, Peasley, Serpas, Sheku, Lancaster, Howells	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Conduct on-going and effective monitoring of student progress against their Individualized Education Program (IEP) goals, aligned with the VSC indicators	RTSE: Joseph IEP Case Managers: Addison, Ferguson, Sheridan, Flowers, Klein, Williams, Sauter, Dennis, Wilson, Goldstein	IEPs for each Special Education Student Completed 272 Teacher Referral Reports ENCORE!	Performance Matters MCPS summative and formative assessments Classroom assessments Classroom grades	10/31/2008, 1/23/2009 3/27/2009, 6/16/2009 RTSE: Joseph IEP Case Managers: Addison, Ferguson, Sheridan, Flowers, Klein, Williams, Sauter, Dennis, Wilson, Goldstein	

Goal 1 – Special Education Action Plan

School: The Silver Spring International Middle School

Department: Special Education

Date: 11-07-08

SIP Goal 1 To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
(Reading/Math) Reading: 75.9% Math: 64.3%

Reading		Mathematics	
2009 AMO: 75.9%	2010 AMO: 80.8%	2009 AMO: 64.3%	2010 AMO: 71.4%
+19 Special Education students*	+24 Special Education students*	+13 Special Education students*	+20 Special Education students*

* Additional students needed to make Annual Measurable Objective

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide training and support for the use of vocabulary across the content areas to meet the needs of Special Education students	Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee	Dr. Kate Kinsella’s Strategies and Toolkit Vocabulary Resources created by Literacy Coach	Classroom Observations Cohort Planning Tools	Weekly by: Literacy Coach: Artis Content Specialists: Singleton, Roberts, Jefferson, Bianchini, Yokoyama, Sanvee Special Education Teachers: Addison, Ferguson, Sheridan, Flowers, Klein, Williams, Sauter, Dennis, Wilson, Fuchs-Musgrave Special Education Para educators – Weakley, Mejia, Middleton, Peasley, Serpas, Sheku, Lancaster, Howells	

Goal 2 Rigor Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

- SIP Goal 2 (Rigor)** To provide rigorous instruction to all school groups, we will
- increase the percentage of students achieving honor roll by 5%;
 - increase the enrollment of students in advanced level courses by 5%;
 - increase the percentage of all school groups passing the MSA at the advanced level by 5%.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Facilitate trainings on implementing differentiation strategies	Literacy Coach: Artis Staff Development Teacher: Swift Content Specialists: Jefferson, Yokoyama, Sanvee, Bianchini, Roberts, Singleton	Differentiation Strategies Professional Development Time	Classroom observations Lesson/Unit Plans Walk-throughs	Monthly/ quarterly by: Content Specialists Jefferson, Yokoyama, Sanvee, Bianchini, Roberts, Singleton Staff Development Teacher: Swift	
Implement the three Middle School Reform strands: Adolescent Learner, Collaboration, and Rigor.	Staff Development Teacher: Swift Content Specialists: Jefferson, Yokoyama, Sanvee, Bianchini, Roberts, Singleton Team Leaders: Henaghan, Buck, Earby, Addison, Zimmerman, Pilgrim	Training Plan Training Resources (Documents, etc)	Classroom Observations	On-going by: Staff Development Teacher: Swift Content Specialists: Jefferson, Yokoyama, Sanvee, Bianchini, Roberts, Singleton Team Leaders: Henaghan, Buck, Earby, Addison, Zimmerman, Pilgrim	

Goal 2 Rigor Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

- SIP Goal 2 (Rigor)** To provide rigorous instruction to all school groups, we will
- increase the percentage of students achieving honor roll by 5%;
 - increase the enrollment of students in advanced level courses by 5%;
 - increase the percentage of all school groups passing the MSA at the advanced level by 5%.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Design and implement an Advisory Period dedicated to supporting students and providing enriched learning opportunities	Advisory Coordinators: Addison, Zimmerman PBIS Coordinator: Simmons Content Specialists: Roberts, Singleton	PBIS lessons Study Skills Lessons Organization Lessons Reading/Math Intervention Lessons	Weekly Lessons PBIS Data MSA Practice Tests Report Card Grades	Monthly by: Advisory Coordinators: Addison, Zimmerman	
Design and implement pupil enrichment classes for academically at-risk and LEP students	Administration: Parcan, Mamana, Harley Intervention Teachers: Pilgrim, Buck Guidance Counselors: Pannell, Logue, Stevenson, Simmons	Strategic Monitoring Tool Student Schedules Study Skills Curriculum	Academic Intervention Plans (AIPs) Interim/Report Card Grades Summative and Formative Assessments Attendance	Quarterly by: Administration: Parcan, Mamana, Harley Intervention Teachers: Pilgrim, Buck Guidance Counselors: Pannell, Logue, Stevenson, Simmons	

Goal 2 Rigor Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

- SIP Goal 2 (Rigor)** To provide rigorous instruction to all school groups, we will
- increase the percentage of students achieving honor roll by 5%;
 - increase the enrollment of students in advanced level courses by 5%;
 - increase the percentage of all school groups passing the MSA at the advanced level by 5%.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Continue to implement Middle Years Programme (MYP) across all content areas	MYP Coordinator: Caison	MYP “Principles to Practice” 1-3-5 interim objectives	MYP Assessment Criteria Lesson/Unit Plans Walk-throughs	Quarterly by: MYP Coordinator: Caison	
Implement Literacy 2.0 initiative across all content areas aligned with MYP and VSC goals	Literacy Coach: Artis MYP Coordinator: Caison Staff Development Teacher: Swift	Literacy 2.0 Plan VSC MYP “Principles to Practice” 1-3-5 interim objectives	Formative and Summative Assessments Lesson/Unit Plans Walk-throughs	Quarterly by: Literacy Coach: Artis Staff Development Teacher: Swift	

Goal 2 Rigor Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

- SIP Goal 2 (Rigor)** To provide rigorous instruction to all school groups, we will
- increase the percentage of students achieving honor roll by 5%;
 - increase the enrollment of students in advanced level courses by 5%;
 - increase the percentage of all school groups passing the MSA at the advanced level by 5%.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase participation in advanced middle school classes with a particular focus on African American, Hispanic, Special Education, LEP and FARMS students.	AEI Specialists: Artis, Roberts Guidance Counselors: Pannell, Logue, Stevenson, Simmons Content Specialists: Jefferson, Yokoyama, Bianchini, Roberts, Singleton, Sanvee	Curriculum Guides Master Schedule Registration packet with course descriptions Teacher/Parent Recommendations	Interim/Report Card Grades Summative and Formative Assessments	Quarterly by: Administration Parcan, Mamana, Harley Guidance Counselors: Pannell, Logue, Stevenson, Simmons Content Specialists: Jefferson, Yokoyama, Bianchini, Roberts, Singleton, Sanvee	

Goal 3 Climate Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

SIP Goal 3 (Climate) To create a safe, collaborative and culturally responsive learning environment for all stakeholders as measured by:

- Decreasing student discipline referrals by 5%; (from 600 to 540)
- Meeting the MCPS suspension target rate of less than 6.7% with a particular focus on decreasing suspensions for the special education subgroup by 5.1% from 11.8% to 6.7% and the African American subgroup by 2.4% from 9.1% to 6.7%
- Meeting the MCPS ineligibility target rate of no more than 12.7% with a particular focus in decreasing the ineligibility rates for African American, Hispanic, FARMS, special education and LEP subgroups.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Continue to utilize Positive Behavioral Intervention System (PBIS)	PBIS Coach: Simmons PBIS Committee: Simmons, Harley, Dennis, Ferguson, Middleton	PBIS Materials Discipline Hierarchy	PBIS/SWIS Referral Data Suspension Data Kid Day Agenda and meeting notes Parent Conference notes	Monthly by: PBIS committee: Simmons, Harley, Dennis, Ferguson, Middleton Instructional Leadership Team	
Increase parent involvement to positively impact student performance	Guidance Counselors: Pannell, Stevenson, Simmons, Logue	Kid Day Meetings Parent/Teacher Conferences Screening Meetings Linkages to Learning	Kid Day Meeting Notes Parent/Teacher Conference Notes Screening Meeting Notes Linkages Referrals	Quarterly: Guidance Counselors: Pannell, Stevenson, Simmons, Logue	

Goal 3 Climate Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

SIP Goal 3 (Climate) To create a safe, collaborative and culturally responsive learning environment for all stakeholders as measured by:

- Decreasing student discipline referrals by 5%; (from 600 to 540)
- Meeting the MCPS suspension target rate of less than 6.7% with a particular focus on decreasing suspensions for the special education subgroup by 5.1% from 11.8% to 6.7% and the African American subgroup by 2.4% from 9.1% to 6.7%
- Meeting the MCPS ineligibility target rate of no more than 12.7% with a particular focus in decreasing the ineligibility rates for African American, Hispanic, FARMS, special education and LEP subgroups.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Identify interventions for students on ineligible list <ul style="list-style-type: none"> • READ 180 • FASTT Math • Reading 7 and 8 • Double-Period Math • Intensive Reading Needs (IRN) • Pupil Enrichment classes (LEP and General Education) • Algebra Support class LEP 	Team Leaders: Henaghan, Buck, Earby, Addison Zimmerman, Pilgrim Guidance Counselors: Pannell, Logue, Stevenson, Simmons	Ineligibility list Interim Reports/Report Cards Academic Intervention Plans (AIPs)	Interim Report Grades Quarterly grades Kid Day Meetings Staff Feedback	Quarterly: English Content Specialist: Singleton Math Content Specialist: Roberts Special Education Resource Teacher: Joseph LEP Specialist: Buck	

Goal 3 Climate Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

SIP Goal 3 (Climate) To create a safe, collaborative and culturally responsive learning environment for all stakeholders as measured by:

- Decreasing student discipline referrals by 5%; (from 600 to 540)
- Meeting the MCPS suspension target rate of less than 6.7% with a particular focus on decreasing suspensions for the special education subgroup by 5.1% from 11.8% to 6.7% and the African American subgroup by 2.4% from 9.1% to 6.7%
- Meeting the MCPS ineligibility target rate of no more than 12.7% with a particular focus in decreasing the ineligibility rates for African American, Hispanic, FARMS, special education and LEP subgroups.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Increase parent participation by providing opportunities for parental involvement <ul style="list-style-type: none"> • Back to School Night • 6th/7th/8th Grade Parent Nights • Academic Showcase • Evening Parent Conferences • Beautification Days • MSA Family Night • Math Night • Outdoor Education Parent Night • Ice Cream Socials • Principal’s Coffee Hours • International Night 	Parent Community coordinator: McGarrie Instructional Leadership Team	Connect Ed PTSA Meetings/ Listserve Newsletter School Website EdLine Marquee PTSA Staff from Department of Communication and Family Partnerships (DCFP)	Sign in sheets Parent Surveys	Parent Community coordinator: McGarrie Instructional Leadership Team	

Goal 3 Climate Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

SIP Goal 3 (Climate) To create a safe, collaborative and culturally responsive learning environment for all stakeholders as measured by:

- Decreasing student discipline referrals by 5%; (from 600 to 540)
- Meeting the MCPS suspension target rate of less than 6.7% with a particular focus on decreasing suspensions for the special education subgroup by 5.1% from 11.8% to 6.7% and the African American subgroup by 2.4% from 9.1% to 6.7%
- Meeting the MCPS ineligibility target rate of no more than 12.7% with a particular focus in decreasing the ineligibility rates for African American, Hispanic, FARMS, special education and LEP subgroups.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Development and promotion of Culturally Responsive Instruction (CRI) Squad	CRI Sponsor: Artis CRI Committee Members:	Culturally Responsive Resources	Squad meeting notes	Monthly by CRI Sponsor: Artis	
Provide positive recognition and incentives for staff, students and parents	Administrators: Parcan, Harley, Mamana	Prizes Gift Cards Certificates	Assemblies Staff Meetings PTSA Meetings Newsletters	Monthly/Quarterly by: Administrators: Parcan, Harley, Mamana	
Continue to utilize teaching and learning techniques identified in the Adolescent Learner component of Middle School Reform	Staff Development Teacher: Swift Team Leaders: Buck, Henaghan, Earby, Addison, Pilgrim, Zimmerman Content Specialists: Roberts, Singleton, Jefferson, Bianchini, Yokoyama, Sanvee	Middle School Reform Training Module Materials	PBIS Survey, Climate Survey Walk-throughs	Instructional Leadership Team	

Goal 3 Climate Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

SIP Goal 3 (Climate) To create a safe, collaborative and culturally responsive learning environment for all stakeholders as measured by:

- Decreasing student discipline referrals by 5%; (from 600 to 540)
- Meeting the MCPS suspension target rate of less than 6.7% with a particular focus on decreasing suspensions for the special education subgroup by 5.1% from 11.8% to 6.7% and the African American subgroup by 2.4% from 9.1% to 6.7%
- Meeting the MCPS ineligibility target rate of no more than 12.7% with a particular focus in decreasing the ineligibility rates for African American, Hispanic, FARMS, special education and LEP subgroups.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Continue to train staff on Culturally Responsive Instruction	Staff Development Teacher: Swift Team Leaders: Buck, Henaghan, Earby, Addison, Pilgrim, Zimmerman Content Specialists: Roberts, Singleton, Jefferson, Bianchini, Yokoyama, Sanvee	Diversity office resources	Walk-throughs Staff Survey	Staff Development Teacher: Swift	
Communicating High Expectations for Teachers and Students (CHETS) training	Staff Development Teacher: Swift	ODD CHETS Resources	Surveys	Staff Development Teacher: Swift	

Professional Development Action Plan

School: The Silver Spring International Middle School

Department: School-Wide

Date: 11-07-08

SIP Goal 1 (Reading/Math) To meet or exceed the Annual Measurable Objective for all school groups on the 2009 MSA:
Reading: 75.9% Math: 64.3%

SIP Goal 2 (Rigor) To provide rigorous instruction to all school groups, we will:

- increase the percentage of students achieving honor roll by 5%;
- increase the enrollment of students in advanced level courses by 5%;
- increase the percentage of all school groups passing the MSA at the advanced level by 5%.

SIP Goal 3 (Climate) To create a safe, collaborative and culturally responsive learning environment for all stakeholders as measured by:

- a decrease in student discipline referrals by 5%; (from 600 to 540)
- a suspension rate of no more than 6.7%;
- the evaluation of processes established to monitor attendance at parent meetings in all school groups;
- promoting the significant contributions of all cultures within the greater society.

Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Teachers will effectively plan for teaching in the instructional block by... <ul style="list-style-type: none"> • Using data to drive decision making • Actively engaging students in the learning process • Providing culturally competent instruction • Differentiating instruction to meet the needs of diverse learners. 	Staff Development Teacher: Swift Content Specialists: Roberts, Singleton, Jefferson, Bianchini, Yokoyama, Sanvee Bianchini Team Leaders: Buck, Henaghan, Addison, Earby, Pilgrim, Zimmerman	Cohort Planning Block Interdisciplinary Planning Block MYP Coordinator: Caison Literacy Coach: Artis Algebra Lead Teacher: Beidelman Data Driven Decision Making Course	MSA Practice Test Results Classroom observations/walk throughs Math, English, Reading, Science, Social Studies Unit Assessments Monthly BCR Data	Quarterly: Staff Development Teacher: Swift Content Specialists: Roberts, Singleton, Jefferson, Yokoyama, Bianchini, Sanvee	

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide support to teachers... <ul style="list-style-type: none"> • new to Silver Spring International Middle School • new to MCPS • in the Peer Assistance Review (PAR) process 	Staff Development Teacher: Swift	Consulting Teachers (CT's) Mentor Teachers	Formal and informal observations	Monthly (or as needed) Staff Development Teacher: Swift	

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Provide Professional Development to teachers on: Communicating High Expectations for Teachers and Students (CHETS) training <ul style="list-style-type: none"> • Culturally Responsive Teaching • Diversity Training 	Staff Development Teacher: Swift	ODD CHETS Resources	Forman and informal observations Walk Throughs Surveys	Bi-Monthly by: Staff Development Teacher: Swift	

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Facilitate trainings on implementing differentiation strategies	Literacy Coach: Artis Staff Development Teacher: Swift Content Specialists: Jefferson, Yokoyama, Sanvee, Bianchini, Roberts, Singleton	Differentiation Strategies Professional Development Time	Classroom observations Lesson/Unit Plans Walk-throughs	Monthly/ quarterly by: Content Specialists Jefferson, Yokoyama, Sanvee, Bianchini, Roberts, Singleton Staff Development Teacher: Swift	

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Implement the three Middle School Reform strands: Adolescent Learner, Collaboration, and Rigor	Staff Development Teacher: Swift Content Specialists: Jefferson, Yokoyama Sanvee, Bianchini, Roberts, Singleton Team Leaders: Henaghan, Buck, Earby, Addison Zimmerman, Pilgrim	Training Plan Training Resources (Documents, etc)	Classroom Observations	On-going by: Staff Development Teacher: Swift Content Specialists: Jefferson, Yokoyama Sanvee, Bianchini, Roberts, Singleton Team Leaders: Henaghan, Buck, Earby, Addison Zimmerman, Pilgrim	

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Action steps/objectives/processes	Person(s) Responsible	Resources Needed	Monitoring tools or data points (formative & summative)	Monitoring: Date and by whom	Results/Next Steps
Continue to implement Middle Years Programme (MYP) across all content areas	MYP Coordinator: Caison	MYP “Principles to Practice” 1-3-5 interim objectives	MYP Assessment Criteria Lesson/Unit Plans Walk-throughs	Quarterly by: MYP Coordinator: Caison	
Implement Literacy 2.0 initiative across all content areas aligned with MYP and VSC goals	Literacy Coach: Artis MYP Coordinator: Caison Staff Development Teacher: Swift	Literacy 2.0 Plan VSC MYP “Principles to Practice” 1-3-5 interim objectives	Formative and Summative Assessments Lesson/Unit Plans Walk-throughs	Quarterly by: Literacy Coach: Artis Staff Development Teacher: Swift	

Silver Spring International Middle School Technical Assistance Summary

Silver Spring International Middle School receives technical assistance from Montgomery County Public Schools through the following:

- Achievement Steering Committee meetings and follow-up actions
- Baldrige-guided school improvement training
- Support from academic achievement specialists, including assistance with school improvement planning
- Middle School Reform support and staff training
- Professional development opportunities
 - Staff development teachers
 - Special education teachers
 - ESOL teachers
 - Professional Learning Communities training
 - School Leadership training
 - Middle Years International Baccalaureate Programme
 - Read 180 training and implementation
 - BENK mathematics support teacher

The Maryland State Department of Education provides technical assistance through the following:

- MSDE School Inventory
- MSDE Teacher Capacity Needs Assessment (materials and training)

**The Silver Spring International Middle School
School Improvement Plan 2008 – 2009
Stakeholder Representatives**

Team/Department	Name	Position
Grade 6	Heather Buck	Team Leader
Grade 6	Melissa Hannigan	Team Leader
Grade 7	Jessica Addison	Team Leader
Grade 7	Lori Earby	Team Leader
Grade 8	Melanie Pilgrim	Team Leader
Grade 8	Terrell Zimmerman	Team Leader
Reading	Aisha Artis	Literacy Coach
English	Marquetta Singleton	English Content Specialist
ESOL	Heather Buck	ESOL Teacher
Math	Kristen Roberts	Math Content Specialist
Science	Jason Jefferson	Science Content Specialist
Social Studies	Wesley Yokoyama	Social Studies Content Specialist
Arts	Carlo Bianchini	Enrichment Arts Content Specialist
Support Staff	Claudine Biggs	Administrative
Administration	Vicky Parcan	Principal
Administration	Tonia Harley	Assistant Principal
Administration	Joseph Mamana, III	Assistant Principal
Guidance	Alicia Pannell	Resource Counselor
Staff Development	Stephen Swift	Staff Development Teacher
Special Education	Rebecca Joseph	Resource Teacher
Parent	Lisa Gabriel	Parent
Parent	Jeanne Atkinson	Parent
Student		
Central Office Support	Joan Carroll	Consultant
Central Office Support	Brenda Browne	Academic Achievement Specialist
Central Office Support	Carrie Conley	Academic Achievement Specialist