

Francis Howell Middle School

School Improvement Plan 2022-2023

Building Mission

Current Mission: We promote leadership through academics, character, and 21st century skills.

Building Vision

Current Vision: We Serve. We Learn. We Lead.

**FHMS is currently in the reflection and revising process of our building's mission, vision, and values.*

Teaching & Learning

1 YEAR GOAL:

- Overall student achievement will show a 1% increase in MPI points, as measured by Spring 2023 state assessments (MAP/EOC).
 - 6-8 ELA, 435.8 to 440.15
 - 6-8 Math, 429.5 to 433.8
 - 8th Grade Science, 439.3 to 443.69

SMART STRATEGY #1 AND MEASUREMENT:

- 75% of PLC meetings will demonstrate high quality collaboration, as measured by observation of 4 PLC questions in action, during monthly data collections.

Person Responsible for Reporting Progress:

- Admin Team, PLC Leadership Team, Department Chairs

Progress Metric:

- High Quality Collaboration, Data Collection
- PLC SMART Goal Data Monitoring

SMART STRATEGY #2 AND MEASUREMENT:

- FHMS will increase implementation of QFIC Objectives to 90% (from 82.2%) and QFIC + 1 to 75% (from 71.3%) as measured by FHMS walkthrough data.

Person Responsible for Reporting Progress:

- Admin Team, CITW Trainers, Department Chairs

Progress Metric:

- FHMS Walkthrough Data

SMART STRATEGY #3 AND MEASUREMENT:

- IEP student group performance will show a 3% increase in MPI points, as measured by Spring 2023 state assessments (MAP/EOC) in English Language Arts and Math.
 - 6-8 ELA, IEP - 374.9 to 386.14
 - 7th Grade ELA focus area
 - 6-8 Math, IEP - 356.2 to 366.87

Person Responsible for Reporting Progress:

- Admin Team, PLC Leadership, Department Chairs

Progress Metric:

- Smart Goal Data Monitoring
- Benchmark Reports

SMART STRATEGY #4 AND MEASUREMENT:

- Francis Howell Middle School will increase the percentage of students' awareness of various career opportunities and readiness as measured by the FHMS Career Awareness and Readiness Survey. Baseline to be determined in September 2022.

Person Responsible for Reporting Progress:

- Ryan Johnson, Kimberley Meise

Progress Metric:

- Career Awareness and Readiness Survey

Culture & Climate

1 YEAR GOAL:

- FHMS overall proportional attendance will increase from 91.5% to 93.0%, as measured by the district attendance report

SMART STRATEGY #1 AND MEASUREMENT:

- FHMS will reduce the number of chronically absent students by 30% (from 96 students to 67 or fewer).

Person Responsible for Reporting Progress:

- Admin Team, CARE Team, Counselors, Attendance AA

Progress Metric:

- Monthly Attendance Report

SMART STRATEGY #2 AND MEASUREMENT:

- Francis Howell Middle School will increase positive attachment and belonging responses by 2% (agree and strongly agree) on the FHMS Student Climate Survey.
 - Q12 - Included in activities at FHMS, 77.99% to 80.0%
 - Q13 - Treated with as much respect as other students, 84.97% to 87.0%
 - Q14 - I can be myself at this school, 75.51% to 77.5%
 - Q15 - Accepted at FHMS, 88.17% to 90.0%
 - Q16 - Trusted adult at FHMS, 88.61% to 90.5%

Person Responsible for Reporting Progress:

- Admin Team, CARE Team/TLC

Progress Metric:

- FHMS Student Climate Survey
- Student Involvement Percentages

SMART STRATEGY #3 AND MEASUREMENT:

- Francis Howell Middle School will increase the percentage of staff's awareness of trauma informed practices as measured by the Staff Practices TIC Survey. Baseline to be determined in September 2022.

Person Responsible for Reporting Progress:

- Kelly Longo, Deb Way

Progress Metric:

- Staff Practices TIC Survey

SMART STRATEGY #4 AND MEASUREMENT:

- Francis Howell Middle School will increase in open channels of communication, shared decision making, and collaborative approach to discipline by 3% as measured by the District Staff Climate Survey.
 - Open channels of communication, 85.15% to 89.0%
 - Shared decision making, 83.08% to 86.0%
 - Collaborative approach to discipline, 73.21% to 76.0%

Person Responsible for Reporting Progress:

- Admin Team, Department Chairs

Progress Metric:

- District Staff Climate Survey Data