

# Saeger Middle School School Improvement Plan 2021-2022

[21-22 CSIP/SIP Cheat Sheet](#)

## Instruction (PK-12)

**1 YEAR GOAL:**

SMS will show a 2% decrease in the gap between scores for IEP students in ELA & Math and the overall student population, while increasing/maintaining overall academic achievement as measured by FastBridge data.

ELA: aReading gap for IEP students will decrease from 30% in 2021 to 28% in 2022 .  
Math: aMath gap for IEP students will decrease from 35.6% in 2021 to 33.6% in 2022.

**SMART STRATEGY #1 AND MEASUREMENT:** SMS will use feedback strategies to increase academic achievement of underperforming groups and the overall student population. (QFIC Feedback)

**Person Responsible for Reporting Progress:** Admin Team, CITW Facilitator and Department Chairs

**Progress Metric:** Saeger building Walkthrough Data

*The Saeger Walkthrough Data shows 40 walkthroughs by the Saeger Admin Team for the first semester with 70% of observations including at least one feedback strategy at the QFIC level.*

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1. Classroom Instructional Facilitator will provide Professional Development to all staff during building PD and faculty meetings with an emphasis on feedback.	August 2021 January 2022	Admin Team, Classroom Instructional Facilitator
<b>Progress Update:</b> <i>The CITW Instructional Facilitator did the CITW refresh in August of 2021 and January of 2022.</i>		
2. Administrators will conduct walk-throughs and provide feedback to teachers highlighting best practices and including next steps.	Ongoing	Admin Team, Classroom Instructional Facilitator
<b>Progress Update:</b> <i>Walkthroughs have been conducted with the Director of Adult Learning, the SS content lead and the Math content lead. The Saeger Admin Team has conducted 40 walkthroughs together through the first semester in an effort to calibrate feedback and practice providing feedback to teachers.</i>		

3. NEE evaluation post-conferences will focus on the connection between NEE indicator 7.4 and CITW feedback strategies.	Ongoing	Admin Team
<i>Progress Update: On-going conversations are held after evaluations with teachers. We continue to link NEE indicators to CITW feedback strategies. Administrators discuss their observations in weekly admin team meetings. For the 1st semester, the Saeger Admin Team has completed 30 teacher evaluations through NEE with the yearly mean of a 5.98% on a 1-7 scale for NEE indicator 7.4 where teachers monitor the effects of instruction on the whole class as well as individual students.</i>		
<b>SMART STRATEGY #2 AND MEASUREMENT:</b> SMS will monitor academic performance to identify trends and areas of focus / action steps for underperforming groups and the overall student population. <b>Person Responsible for Reporting Progress:</b> Admin Team, PLC Leaders, Department Chairs <b>Progress Metric:</b> Benchmark Data, Priority Standard Assessment Data, aReading and aMath Data		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. PLC's will analyze baseline benchmarks and priority standard assessment data to develop SMART goals for academic achievement.	Ongoing	Dr. Kandy Worley, DC's, PLC's
<i>Progress Update: At the start of the school year, Math and ELA PLC's were provided 20-21 MAP data to determine priority standards. PLC's meet on Early Release Wednesdays (2:15 release days) to discuss assessment data and develop as well as review their PLC Smart goals. PLC Leaders submit quarterly how many of their PLC's met their SMART goals as well as a reason why they did or did not meet these goals.</i>		
2. PLC's will monitor student growth for each group overall and SSG on the priority standards through assessments and/or benchmarks.	November 2021 February 2022 April 2022	Dr. Kandy Worley, DC's, PLC's
<i>Progress Update: PLC's turn in a PLC reporting/Data Monitoring form to Dr. Worley after each quarter that shows if the PLC met their SMART goals. After the 1st quarter of 2021, 41% of PLC's did not meet their SMART goals due to the fact that the priority standard had not been assessed at that time. After the 1st quarter of 2021, 59% of PLC's met their SMART goals on the respective priority standards. After the 2nd quarter of 2022, 10% of PLC's did not meet their SMART goals and 90% had met their SMART goals on the priority standards assessed.</i>		
3. The Director of Assessment will lead data deep dive conversations with administrators to identify areas of focus and action steps.	September 2021, Ongoing	Dr. Kandy Worley & Dr. David Brothers
<i>Progress Update: Deep data dive scheduled with Dr. David Brothers and Saeger Admin team on 2/24/22 &amp; an ESOL deep data dive is scheduled with Dr. Jennifer Patterson/Dr. David Brothers with Saeger Admin team on 2/3/22–update dated 2/4/22–this ESOL deep data dive will need to be rescheduled due to snow day 2 on 2/3/22.</i>		
<b>SMART STRATEGY #3 AND MEASUREMENT:</b> 100% of SMS teachers will support students and families with instructional practices specifically with Canvas and Infinite Campus by creating learning modules. <b>Person Responsible for Reporting Progress:</b> Admin Team, Canvas Ambassadors, Instructional Technology Specialist		

<b>Progress Metric:</b> Parent Survey, Parent Participation and Feedback		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. SMS will utilize the FHSD Canvas template to create a uniform online experience for students, families, and staff.	August 2021, Ongoing	Canvas Ambassadors, Admin Team
<i>Progress Update: Throughout first semester information has gone out to families in our ENEWS, from classroom teachers as well as during PACK meetings to parents on how to access Canvas. Our teachers have also put information in their Canvas accounts for students as well as parents. Our teachers have been provided ongoing professional development with Canvas. We have recently heard some feedback from parents that they would appreciate it if all teachers used the calendar portion of our Learning Management System, Canvas. This will be addressed at the February 2022 faculty meeting with teachers.</i>		
2. Administrators will collaborate with the ITS and Canvas Ambassadors to provide Canvas and Infinite Campus learning opportunities for families through ENEWS.	September 2021 February 2022	ITS, Canvas Ambassadors, Admin Team, PACK group, April Burton
<i>Progress Update: Throughout the first semester learning opportunities have continued through ENEWS. We are in the planning stages of the next steps with the Canvas Calendar.</i>		
3. Building ITS will provide professional development opportunities each semester on technology instructional practices to the SMS community.	October 2021 February 2022	ITS & Admin Team & April Burton
<i>Progress Update: Throughout the first semester learning opportunities have continued through ENEWS.</i>		
<b>SMART STRATEGY #4 AND MEASUREMENT:</b> SMS will decrease the achievement gap of Black and IEP students in Read 180 and Language Live by 2%.		
<b>Person Responsible for Reporting Progress:</b> Worley, Reading Teachers, ELA Department Chair		
<b>Progress Metric:</b> aReading & Individual Growth Goals		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. Dyslexia Professional Development will be provided to all certified staff.	August 2021 January 2022	Dyslexia Trainers
<i>Progress Update: Dyslexia Professional development provided during PD days in August 2021 and January 2022</i>		
2. Reading teachers will monitor individual intervention growth goals (Language Live and Read 180)	Ongoing, Quarterly	Reading Teachers
<i>Progress Update: We did not have any graduates from Language Live or Read 180 for Q1. We had 5 graduates from Language Live (4- 6th graders and 1- 7th grader) and 10 graduates from Read 180 for Q2 a total of 15 (3- 6th graders, 2- 7th graders and 5- 8th graders) for 1st semester in our reading programs. There were a total of 144 reading students through the first semester (115 students showed growth at 80% and 31 students showed no growth or 22%).</i>		

3. Reading data, for students enrolled in a reading intervention (Language Live or Read 180), will be disaggregated by sub groups (Black, FRL and IEP).	Ongoing	Worley & Reading Teachers
<b>Progress Update:</b> <i>Through 1st semester of 21/22–Of our 17 total Black students in a reading intervention, 11 students showed growth or 65% and 6 students showed no growth or 35%. Of our 33 FRL students, 22 students showed growth or 67% and 11 students showed no growth or 33%. Of our 45 IEP students, 36 students showed growth or 80% and 9 students showed no growth or 20%.</i>		

## Professional Learning Communities (PK-12)

**1 YEAR GOAL:**  
High quality collaboration will be at 90% during PLC meetings, as measured by observation of addressing the 4 PLC questions during quarterly data collections.

**SMART STRATEGY #1 AND MEASUREMENT:** 100% of SMS Professional Learning Communities will utilize the PLC collaboration time to identify and address growth goals.  
**Person Responsible for Reporting Progress:** Admin during PLC walkthroughs  
**Progress Metric:** Observations of PLC’s

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1. PLC Leaders will refocus on the basics of PLC work such as SMART goals, reviewing common formative and summative assessment data, and the four essential questions. This will be measured through Principal observation at PLC meetings.	Ongoing during ERW PLC time	PLC Leaders & Admin

**Progress Update:** *Based on observations, PLC’s have gotten back to the basics of PLC’s and a focus on the 4 questions. PLC’s continue to go over benchmark data, priority standards and review their SMART goals. Observations of PLC’s by each Admin Team member show that 100% of PLC’s are utilizing PLC time to identify and address growth goals via priority standart tracking data.*

2. Use of content leaders to support data analysis and next steps as measured by content leader visits to the building with Principals.	Ongoing	Content Leaders and Dr. Jessie Altman
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<b>Progress Update:</b> <i>Principal has met with the SS content lead as well as the Math content lead 2 times - once during first quarter and again during second quarter. Literacy Coordinator has done walkthroughs at Saeger.</i>		
3. PLC Leaders will engage in quarterly PLC meetings with their respective administrator to discuss the PLC process, obstacles, needs and next steps.	Ongoing	PLC Leaders & Admin
<b>Progress Update:</b> <i>Each administrator has met with their respective PLC Leader to gauge the PLC process, obstacles, needs and next steps. Starting in the 3rd quarter, the PLC Leader meetings will be conducted by the building Principal.</i>		

## Equity/Access (PK-12)

**1 YEAR GOAL:** Student and staff climate survey data will report an increase in positive school culture and climate measured by a staff belonging survey and a student climate survey. The staff belonging survey will demonstrate an increase on questions “The administrators respect me” will increase from 81.8% to 83% and “I feel like a real part of Saeger” will increase from 75-77%. The student climate survey will demonstrate an increase in questions “I like going to this school” will increase from 76% to 79% and “The adults in this school care about me” will increase from 86% to 89%.

**SMART STRATEGY #1 AND MEASUREMENT:** 100 % of staff will participate in professional development on inclusion, belonging, culture and dignity.  
**Person Responsible for Reporting Progress:** Dr. Katie Robson  
**Progress Metric:** “The administrators respect me” will increase from 81.8% to 83%  
 “I feel like a real part of Saeger” will increase from 75-77%

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1. SMS will begin to build capacity with dignity through 2 staff book studies.	Complete by December 2021	Dr. Katie Robson
<b>Progress Update:</b> <i>First book completed 1st quarter and second book completed 2nd quarter</i>		
2. Staff professional development will be provided on a sense of belonging and compassion fatigue on professional development days.	August 2021 November 2021 February 2022 May 2022	Dr. Kandy Worley

**Progress Update:** *Sense of Belonging August 2021 and Compassion Fatigue completed on 11/1/21*

<p><b>SMART STRATEGY #2 AND MEASUREMENT:</b> SMS will administer a student climate survey and provide Spartan Time activities focused on a sense of belonging amongst students.</p> <p><b>Person Responsible for Reporting Progress:</b> Dr. Katie Robson</p> <p><b>Progress Metric:</b> “I like going to this school” will increase from 76% to 79%  “The adults in this school care about me” will increase from 86% to 89%</p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. All students will participate in Community Circles weekly on Tuesdays and community building activities in Spartan Time.	Ongoing	Dr. Katie Robson
<p><i>Progress Update: Spartan Time calendar provides students the opportunity to participate in Circles on Tuesday and other activities daily. Looking to move forward with a uniform set of Spartan Time lessons via Character Strong for 22/23.</i></p>		
2. Electronic check-ins will be completed twice a month by classroom teachers, and necessary follow ups will be done by counselors, ESC, or BSS	Ongoing	Counselors, ESC, and BSS
<p><i>Progress Update: These electronic check-ins are done bi-monthly and the counselors are looking at these results and letting teachers, administrators and parents know of concerns.</i></p>		
<p><b>SMART STRATEGY #3 AND MEASUREMENT:</b> SMS will show a 1% decrease in the gap for black students represented in advanced/challenge courses from 3.2% in 2021 to 2.2% in 2022.</p> <p><b>Person Responsible for Reporting Progress:</b> Admin Team, DC’s &amp; PLC’s</p> <p><b>Progress Metric:</b> Advanced Course numbers</p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. Admin team, guidance and DC’s will collaboratively develop a process to identify students who would benefit from rigorous courses and programs.	February 2022	Admin Team, DC’s & PLC Teams
<p><i>Progress Update: Placements occurred the month of January 2022, we looked at the placement data this January 2022 and made informed decisions about next steps. The Building Principal has spoken to all Department Chairs and a current Master Schedule is being developed during February 2022 for the 2022/2023 school year.</i></p>		
2. Admin team, guidance and PLC teams will identify additional students who would benefit from access to more rigorous courses and programs.	September 2021 Ongoing	Admin Team, Guidance & PLC’s
<p><i>Progress Update: as of 1/11/22 we pulled 29 students (all races) out of Science 9 moving into the 2nd semester of our overall student population. We are evaluating the placement process to be sure we are placing students that qualify for a challenging curriculum. None of the students removed from Science 9 as of the data provided for this update were Black students.</i></p>		

# College & Career Readiness (6-12)

*(Early Childhood & Elementary can delete this section if they choose not to have any related goals/strategies)*

**1 YEAR GOAL:**

100% of students at SMS will participate in a College Career Readiness activity at least once during the school year.

**SMART STRATEGY #1 AND MEASUREMENT:** Counselors will administer the College Career Readiness lessons in grade-level courses aligned with middle school counseling priority standards.

**Person Responsible for Reporting Progress:** Counselors and Admin Team

**Progress Metric:** Missouri Connections Profiles

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1. Each grade level will participate in college and career exploration activities: 6th a personality assessment, 7th a career fair and 8th a career interest profiler.	Ongoing exposure/various -see dates in progress update	Guidance Counselors
<p><i>Progress Update: The personality assessment and the Learning Styles Survey for 6th grade was completed in November of 2021. The 6th grade Career Cluster Inventory is set up for Spring of 2022. The 7th grade Career Fair will occur this Spring and the 8th grade Career Interest Profiler will be completed in the Winter of 2022.</i></p>		
2. Each grade level will participate in college and career readiness learning opportunities (Missouri Connections Interest Inventory, Junior Achievement Career Fair and 4 year plan).	Spring 2022	Guidance Counselors
<p><i>Progress Update: College and career readiness learning opportunities have been provided to students as stated in action step 1 above. In addition, on Tuesday, January 18 and Wednesday, January 19, all 8th grade students at Saeger Middle School received a presentation and worked through their 4-year-plan for high school using ICAP and loaded this plan to the SCOIR platform. The Spring of 2022 is generally when the Junior Achievement Virtual Career Fair happens and we are waiting on information about that exact date for this virtual event. Missouri Connections is given each year for 6th, 7th and 8th graders.</i></p>		

# Social-Emotional Supports (PK-12)

<p><b>1 YEAR GOAL:</b> Through professional development, SMS will build capacity in the area of trauma informed practices as measured by pre and post ARCTIC assessments. Saeger’s overall ARCTIC score will increase from 4.98 to 5.</p>		
<p><b>SMART STRATEGY #1 AND MEASUREMENT:</b> Saeger will have an effective Trauma Leadership Committee that provides professional development to the staff on trauma informed practices and employee mental health wellness plans.  <b>Person Responsible for Reporting Progress:</b> Dr. Katie Robson  <b>Progress Metric:</b> Staff Belonging Survey data given Fall 2021 and Spring 2022</p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. Trauma informed professional development during building PD, through monthly building communication.	Ongoing	Inspire Team, TLC
<i>Progress Update: August 2021- Greg Vest from the Inspire Team provided PD on Compassion Fatigue November 2021</i>		
2. SMS TLC will utilize previous ARCTIC Survey data to assess current reality and develop action steps for professional development prior to administering post ARCTIC Survey.	April 2022	TLC
<i>Progress Update: In the works - was given first semester and second one will be given in April 2022 to compare data</i>		
3. SMS will provide opportunities to engage in employee wellness activities with the Inspire team.	Ongoing	TLC, Inspire Team
<i>Progress Update: Wellness challenge for staff, November staff selected self care, after school social gatherings</i>		
<p><b>SMART STRATEGY #2 AND MEASUREMENT:</b> SMS CARE Team will meet to develop protocols to monitor the social-emotional and academic needs of identified students.  <b>Person Responsible for Reporting Progress:</b> CARE Team  <b>Progress Metric:</b> Student of Care Referrals &amp; BSS student log</p>		
<b>ACTION STEPS:</b>	<b>TIMELINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1. Communicate new CARE Team referral form and how teachers can use it to refer students to Student of Care meetings.	Quarterly	CARE Team
<i>Progress Update: Completed in August and refresher done at faculty meeting</i>		
2. CARE Team will meet three times a month to develop interventions and monitor student progress.	Ongoing	CARE Team



<b>Progress Update:</b> <a href="#">Agenda kept in Google Docs.</a>		
3. SMS Behavior Support Specialist will implement targeted lessons with identified students to improve lagging skills.	Ongoing	BSS, CARE Team
<b>Progress Update:</b> <i>SMS Behavior Specialist meets with students and develops behavioral plans, he works closely with sanctuary teacher and creates staff wellness opportunities as part of our TLC. The BSS specialist position has proven to be a needed intervention for all of our students both as an academic and behavioral intervention as we move through the Covid 19 Pandemic. This has been an integral resource and one that we could not do without. The BSS at Saeger has done such an excellent job working with all students that he recently received Saeger's Support Staff of the Year award for the 21/22 school year.</i>		

## Engagement Plan

Buildings should develop a high level overview of how they plan to engage families throughout the school year. This could be a bulleted list of engagement plans, a paragraph outlining building plans, or even a link to a flyer communicating opportunities to families. Please contact Dr. Chris Garland for more information.

- PACK (Parents Actively Caring for Kids) monthly meetings with Dr. Worley
- Dine in and outs at local restaurants
- Hidden In Plain View-An Initiative to help parents spot risky behavior (drug awareness)-[Click Here](#)
- Saeger Community Band -- rehearsals and concerts
- Parent Teacher Conferences
- Open House
- Middle School Survival Guide - mailed home and online version
- SMS Bingo Family Activity
- Book Fair
- Variety Show - Virtual
- Choir Concerts
- MOCK Trials
- Band Concerts
- Veterans' Day video
- School-wide fundraiser
- PBIS/Student of Care support meetings (partnerships with families)

