

Our Direction

Rosman Middle School

Date of Report: 1/31/2019

Vision:

At Rosman Middle School, we strive to instill values and motivation to be successful and learn for today, as well as tomorrow. To accomplish this, we will cultivate habits that allow students to excel in leadership, academics, and our culture and community.

Values:

- Academic excellence (this is 'the root')
- A sense of community and we work together as a family
- Students have a sense of identity as they move into adulthood
- Work ethic, determination, grit/resilience
- Empathy and respect for all (include self)
- A sense of giving back and being accountable to our greater community
- Pride in self, family, school, and community
- The acceptance of all students for who they are
- Separate identity from RHS
- Honesty and integrity

Mission:

As a community of learners we will be leaders all day, every day

Goals:

- The ultimate goal for students that attend Rosman Middle School is to develop the skills and mindsets that will allow them to lead their own lives, to be able to work effectively with others throughout life and to make a meaningful contribution wherever they go in life - at home, at school, at work, at play. (adapted from The Leader in Me page 39)

Data Review:

Needs Assessments, Accreditation Reports, Similar Feedback:

The Rosman Middle School staff will look at a variety of data points formally and informally throughout the lifetime of this plan to ensure our students are growing academically and socially. These include (but are not limited to):

- Staff, student, and stakeholder survey's
- End of Grade testing proficiency scores
- EVAAS growth data
- Benchmark and other assessment data (formative and summative) from programs (electronic and otherwise) that we use to monitor students progress
- Attendance data
- The use and selection of Professional Development
- Effective use of planning time to ensure teachers have enough time to plan appropriate lessons assess students and their progress, in addition to attending meetings where the focus is to improve student outcomes. Please see below about how planning time is used at Rosman Middle School
- Planning: Weekly Total 8.33 Hours

Grade level teachers have 100 minutes daily while elective teachers generally align with the RHS schedule rather than RMS. Teachers with a remediation group have less planning time for a 6-week block at some point during the year as well.

- Lunch: Weekly Total 2.5 Hours

RMS teachers have a system where approximately half the teachers eat in the cafeteria with students while the other half remain in rooms tending to other duties or working with students on tutoring or enrichment. Those in the cafeteria have some expectation of providing general supervision while administrative staff, SRO, and others assist with duty coverage during lunch.

Student Outcome Data:

EOG proficiency for the 2017-2018 school year was 66% overall, please see the accompanying link ([RMS EOG Snapshot 2017-2018](#)) for more statistical data.

EVAAS data was of varied results, but overall we did not meet expected growth.

Our Leadership Team's progress in fully implementing Indicators and meeting Objectives:

This is an ongoing process and while we felt that several goals have already been met, we will strive for academic and behavioral support and education, in addition to supporting and working with all stakeholders in our community and beyond.

Selected Indicators:

Community Engagement

- E2.02 The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.(5189)
- E2.04 The school consistently engages in strategies, policies, and procedures for partnering with local businesses, community organizations, and other agencies to meet the needs of the school.(5191)

Curriculum and instructional alignment

- A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)

Data analysis and instructional planning

- A3.08 Online programs generate accessible and actionable student data about their use, performance, and progress.(5305)

Distributed leadership and collaboration

- B2.03 The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)

Family Engagement

- E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)

High expectations for all staff and students

- A1.07 ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)

Monitoring instruction in school

- B3.03 The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)

Quality of professional development

C2.01 The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)

Strategic planning, mission, and vision

B1.01 The LEA has an LEA Support & Improvement Team.(5135)

B1.03 A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.(5137)

Student support services

A4.01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117)

A4.06 ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)

A4.16 The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)

Talent recruitment and retention

C3.04 The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)