

Comprehensive Progress Report

Mission:

Rosman Middle School fosters integrity, academic achievement, and citizenship for present and future success.

Vision:

Teachers, staff, parents, and students work together to create a school culture where all students can be safe and successful. We strive to instill values and motivation for student success. We cultivate habits that allow students to excel in citizenship, academics, and today’s culture and community. Students will grow and develop in responsibility, adaptability, critical thinking, collaboration, communication, empathy, and learner’s mindset. Students will be prepared to move on to high school and be well equipped for their future path.

Goals:

Increase proficiency on Math EOG from 44.59% to 47% and increase the percentage of students who show growth from 87.8% to 90% by the end of the school year.

Increase proficiency on Reading EOG from 46.47% to 50% and increase the percentage of students who show growth from 46.47% to 50% by the end of the school year.

Increase the percentage of students in the SWD subgroup who showed growth from 79.5% to 85% and increase proficiency of the SWD subgroup on the EOGs from 19% to 22% by June 2024.

Increase parent contact and involvement for community and family events from 25% to 50%. The teachers will increase the number of parents contacted from 85% to 90%. We will increase the number of people who interact with social media accounts from 1324 to 1500. All of these performance measures will be met by June 2024.



! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		High expectations for all staff and students			
KEY	A1.07	ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>This indicator is selected in order to meet the parent communication goal and raise proficiency and growth in our students.</p> <p>Rosman Middle School's leadership team met in the summer of 2022 to establish a behavior matrix to identify behavior expectations in all areas of the school. A progressive discipline document for common behaviors was also created so that teachers are aware of consequences for each monitored behavior. This matrix and progressive discipline document are reviewed annually at the summer leadership retreat. Teachers and administration refer to the matrix daily, and they are posted throughout the building.</p> <p>An award system based on academics and attendance called AAA is used to reward students based on data from PowerSchool.</p> <p>Each grade level has agreed to pick two students per month to reward for behaviors and/or academics.</p> <p>We are monitoring the behavior referrals to see if these strategies and matrices are effective.</p>	Limited Development 11/08/2022		
<i>How it will look when fully met:</i>		All teachers use the behavior matrix to teach and reinforce expectations for students in each area of the building. Teachers follow the progressive discipline matrix to determine the appropriate consequence. The principal follows the progressive discipline matrix as well. Teachers use a shared contact log that shows who made the contact and why the parent/guardian was contacted.To positively reinforce student behaviors, school-wide and grade level rewards are incorporated throughout the year. Administrators use the contact log to monitor student behaviors and office referrals.		Laura Smith	01/01/2024
<i>Actions</i>			5 of 13 (38%)		
	11/2/23	Identify common behaviors to be addresses by the behavior and discipline matrix.	Complete 08/05/2022	Julie Queen	08/17/2022

<i>Notes:</i>				
10/6/23	Create a Behavior Matrix	Complete 08/05/2022	Julie Queen	08/25/2022
<i>Notes:</i>				
10/6/23	Review and Update the Behavior Matrix	Complete 08/16/2023	Julie Queen	08/17/2023
<i>Notes:</i>				
10/6/23	Create a Progressive Discipline Matrix	Complete 08/17/2023	Julie Queen	08/25/2023
<i>Notes:</i>				
11/8/22	Create and update the School Wide Contact Log that teachers use to document behavior and academic contacts.	Complete 08/28/2023	Julie Queen	08/28/2023
<i>Notes:</i>				
11/2/23	Plan quarterly breakfast to celebrate students of the month.		Julie Queen	11/21/2023
<i>Notes:</i>				
11/2/23	Host and invite parents to student of the quarter breakfast by creating and sending invitations.		Mary Derks	11/21/2023
<i>Notes:</i>				
11/2/23	Announce students of the month over the intercom as well as in the Tiger Time announcements.		Julie Queen	11/21/2023
<i>Notes:</i>				
11/2/23	Create guidelines for AAA.		Heidi Spradlin	11/30/2023
<i>Notes:</i>				
11/2/23	Organize rewards for students that meet requirements for AAA.		Heidi Spradlin	11/30/2023
<i>Notes:</i>				
11/2/23	Create and utilize a common student of the month template.		Laura Smith	11/30/2023
<i>Notes:</i>				
11/2/23	All teachers utilize the contact log and update it weekly.		Laura Smith	01/19/2024
<i>Notes:</i>				
10/6/23	At the midpoint of the school year, update the school-wide contact log (Google Spreadsheet) that teachers use to document behavior and academic contacts.		Elise Keever	01/25/2024
<i>Notes:</i>				

Core Function:	Dimension A - Instructional Excellence and Alignment
Effective Practice:	Student support services

KEY	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)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>	<p>This key indicator will help us meet our proficiency and growth goals.</p> <p>In order to meet the goal of increasing proficiency and growth on the EOGs a resource classroom has been developed to create a least restrictive environment for all students.</p> <p>We have utilized the research based program, IXL, to screen all students universally to determine needs and gaps in student learning. Groups have been created based on the results where ALL teachers are involved in delivering interventions and progress monitoring their targeted group.</p> <p>The MTSS team meets once a month to discuss Tier 3 students and analyze data to create a plan to best meet the student's needs.</p>	Limited Development 11/07/2018			
<i>How it will look when fully met:</i>	<p>Students from all grade levels, background, and ability levels demonstrate growth in both reading and math. Teachers provide quality instruction through a variety of teaching methods including: teacher- directed whole class, teacher-directed small group, independent work, collaborative work and computer based.</p> <p>All students participate in meaningful activities during the enrichment/remediation time with the teacher facilitating their learning. Students are grouped according to academic abilities and needs during this time. Teachers utilize the MTSS process to discuss student progress and achievement. Students use data notebooks to track growth and take ownership of their learning by setting personal education goals. The data notebooks are used for student led conferences. Evidence toward this goal is seen by the monitoring of student achievement on benchmarks with the summative assessment of the EOG. Core teachers will conference with students after check-ins to show and explain the progress that students are making toward their goal.</p>		Alissa Cook	06/06/2025	
Actions			2 of 13 (15%)		
	11/2/23	Establish a resource classroom to meet student needs.	Complete 08/15/2023	Julie Queen	08/15/2023

	<i>Notes:</i>			
11/2/23	Develop intervention groups based on mastery and growth across all grade levels.	Complete 09/15/2023	Heidi Spradlin	09/15/2023
	<i>Notes:</i>			
11/2/23	Hold a professional development on how to set up data notebooks and utilize them to conference with students.		Alissa Cook	11/13/2023
	<i>Notes:</i>			
11/2/23	Design data notebooks for students.		Alissa Cook	11/21/2023
	<i>Notes:</i>			
11/2/23	Hold student-led conferences before EOGs so that students can share their data notebooks with parents.		Alissa Cook	05/23/2024
	<i>Notes:</i>			
11/2/23	Assess student abilities using a universal screener (IXL-research based) at BOY, MOY, and EOY.		Heidi Spradlin	06/05/2024
	<i>Notes:</i>			
11/2/23	Realign intervention groups after each snapshot.		Heidi Spradlin	06/08/2024
	<i>Notes:</i>			
11/2/23	Utilize research based IXL program to teach, track, and assess student growth and mastery		Heidi Spradlin	06/09/2024
	<i>Notes:</i>			
11/2/23	Utilize the data notebooks for students to track growth and proficiency.		All Teachers	06/09/2024
	<i>Notes:</i>			
11/2/23	All teachers conference with students to set goals and update data notebooks quarterly.		Alissa Cook	06/09/2024
	<i>Notes:</i>			
11/3/22	All teachers will conference with students to set goals and update data notebooks quarterly.		Alissa Cook	06/09/2024
	<i>Notes:</i>			
11/3/22	School wide MTSS meeting minutes will be shared monthly within grade level meetings for tier discussion		Heidi Spradlin	06/09/2024
	<i>Notes:</i>			
11/3/22	Continue training MTSS team members on MTSS framework		Heidi Spradlin	06/09/2024
	<i>Notes:</i> As personnel moves out, retires, etc., new staff need official training in the framework			

	KEY	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)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			<p>Currently Rosman Middle School does the following:</p> <ol style="list-style-type: none"> 1. Hosts Open House for all grade levels 2. Hold 5th grade visits in the spring 3. EC Transition Meetings in the spring for upcoming students 4. Freshmen Orientation 5. Highschool Scheduling 6. Move-Up Day 7. Grade Level Meetings about students transitioning between grade levels 	<p>Limited Development 11/02/2023</p>		

<p>How it will look when fully met:</p>	<p>Rosman Middle School uses an effective transition program to help students acclimate to middle school and prepare for high school. Each spring, the guidance counselor along with the principals at Rosman Middle, Rosman Elementary, and TC Henderson choose a date for the fifth grade classes from the elementary schools to come for a school tour, meet the sixth grade teachers, and have an opportunity for students to ask questions. The Exceptional Children teachers from the elementary school and the middle school, along with the parents of the student, and a sixth grade teacher meet to have a transition meeting to make the new teachers aware of the needs and strengths of each student and what can be done to help them become successful. The sixth grade teachers also hold a special sixth grade orientation every fall where students and their parents/guardians get a tour of the building, meet the teachers, and hear about the opportunities that they have.</p> <p>Also in the spring, the eighth grade class goes through a Freshmen Orientation to learn about the possible learning paths in high school and different opportunities they have for electives. This orientation is put on through a collaborative effort of the middle and high school guidance counselor and the high school teachers.</p> <p>The Rosman Middle School “Move-up” Day occurs in the spring. On this day the rising 6th and 7th grade students move up to the next grade level and get to meet the teachers they will have the next upcoming school year. The current eighth grade students return to sixth grade and write a reflection and advice for the upcoming middle school students. Evidence of completion of this goal is shown by following the written transition plans.</p>		<p>Mary Derks</p>	<p>03/19/2024</p>
<p>Actions</p>		<p>0 of 8 (0%)</p>		
<p>11/3/23</p>	<p>Written plan to show student transitions and opportunities for parents to learn more about the school and become involved.</p>		<p>Sarah Reid</p>	<p>04/05/2024</p>
<p><i>Notes:</i></p>				
<p>11/3/23</p>	<p>Freshmen Orientation</p>		<p>Mary Derks</p>	<p>05/20/2024</p>
<p><i>Notes:</i></p>				
<p>11/3/23</p>	<p>High School Scheduling</p>		<p>Mary Derks</p>	<p>05/20/2024</p>
<p><i>Notes:</i></p>				

11/3/23	Hold 5th grade visits and orientation.		Mary Derks	05/20/2024
	<i>Notes:</i>			
11/3/23	EC Transition Meetings		Renee Compton	05/24/2024
	<i>Notes:</i>			
11/3/23	Move-Up Day		Dusty Morgan	06/09/2024
	<i>Notes:</i>			
11/3/23	Annual 6th Grade Cookout before the beginning of each school year.		Rebecca Peele	08/15/2024
	<i>Notes:</i>			
11/6/23	Hold Open House for all grade levels.		Julie Queen	09/21/2024
	<i>Notes:</i>			

Core Function:	Dimension B - Leadership Capacity
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Effective Practice:	Distributed leadership and collaboration
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KEY	B2.03	The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)	Implementation Status	Assigned To	Target Date
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Initial Assessment:	Currently, The school has established a team structure among teachers with specific duties and time for instructional planning. The grade level teachers meet informally to plan on a daily basis, then meet formally on a weekly basis with specific agenda items to discuss as a team and with administration.	Limited Development 10/08/2021			
	Priority Score: 3	Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	<p>The school has a team structure throughout the school and includes the School Leadership Team, School Improvement Team, MTSS Team, Grade Level Team, and Vertical Subject Area Teams.</p> <p>Vertical Subject Area Teams meet once a month to discuss student learning and how each grade level can support each other.</p> <p>Grade Level Teams have a formal meeting once a week to discuss specific duties, student progress, and reflect on their teaching practices. Academic student concerns are brought to the MTSS Team.</p> <p>The MTSS Team meets once a month for students who are on Tier 3 to discuss how to best serve them academically. Grade Level Teams assist the MTSS team by filling out important academic information for the students.</p> <p>The School Leadership Team meets twice a month to address concerns brought forth by the other teams. The leadership team includes members of the administration team and teachers who work together to make school wide decisions.</p> <p>The School Improvement Team works with the leadership team to help establish a vision for the students of the school and sets goals for the school each year. The team is composed of parents, teachers, and administrators so that each viewpoint is taken into account.</p> <p>Evidence toward this goal is seen through duty rosters, daily schedule, and meeting agendas and minutes.</p>			Julie Queen	09/15/2024
Actions		1 of 6 (17%)			
11/6/23	Creation of a duty roster among teachers.	Complete 08/21/2023	Julie Queen	08/20/2023	

<i>Notes:</i>			
11/6/23	Involve all teachers in establishing the daily school schedule.		Julie Queen 06/09/2024
<i>Notes:</i>			
11/6/23	Creation of a duty roster among teachers.		Julie Queen 08/20/2024
<i>Notes:</i>			
11/3/23	Select teachers to be members of the MTSS team.		Julie Queen 08/20/2024
<i>Notes:</i>			
11/6/23	Select teachers to be members of the school leadership team.		Julie Queen 08/25/2024
<i>Notes:</i>			
11/6/23	Vote on teachers to be SIT leadership members.		Julie Queen 09/15/2024
<i>Notes:</i>			
Implementation:		12/03/2021	
Evidence	12/3/2021 See link to grade level agendas		
Experience	12/3/2021 This already exists in our teachers schedule. Grade level teams meet weekly to discuss student growth, for data meetings and common planning.		
Sustainability	12/3/2021		

Core Function:	Dimension C - Professional Capacity
Effective Practice:	Quality of professional development

	KEY	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)	Implementation Status	Assigned To	Target Date
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<p>Initial Assessment:</p>	<p>Social Emotional professional development</p> <p>Tech professional development</p> <p>Weekly meetings to discuss grades and attendance.</p> <p>We are currently using IXL to teach, track, and assess student growth.</p> <p>We have given the Fall NC Check-In and the IXL Snap Shot for both beginning of the year and beginning of the 2nd quarter.</p>	<p>Limited Development 10/11/2021</p>		
<p>How it will look when fully met:</p>	<p>The administrative team that consists of the principal, assistant principal, instructional coach, school counselor, and school social worker meet weekly to analyze powerschool data for attendance and academic concerns. Students with chronic absences or who have low performing grades are reviewed to form an action plan on needed interventions by the instructional teams. Necessary information is shared with instructional teams at their weekly grade level team meeting.</p> <p>The school leadership team uses data tied to classroom observations and analysis of student learning progress to select appropriate professional development for the staff. The leadership team will account for staff strengths and weaknesses when they plan these activities and utilize the staff strengths to its potential.</p> <p>Evidence towards completion of this goal includes professional development selections and meeting minutes.</p>		<p>Heidi Spradlin</p>	<p>06/09/2024</p>
<p>Actions</p>		<p>0 of 8 (0%)</p>		
<p>11/6/23</p>	<p>PD on how to design and utilize data notebooks to conference with students and to track growth and proficiency.</p>		<p>Alissa Cook</p>	<p>11/30/2023</p>
<p><i>Notes:</i></p>				

11/6/23	Students will graph quarterly attendance/academic growth in data notebooks and check their progress toward their goals.		All Teachers	11/30/2023
<i>Notes:</i>				
11/6/23	PD by instructional coach to discuss where to find data, how to read it, and what it means.		Heidi Spradlin	11/30/2023
<i>Notes:</i>				
10/11/21	Review failure and attendance dashboard in PowerSchool weekly.		Julie Queen	06/09/2024
<i>Notes:</i>				
10/11/21	Quarterly teacher data meetings to assess benchmark scores and diagnostics.		Heidi Spradlin	06/09/2024
<i>Notes:</i>				
11/6/23	Assess student abilities using a universal screener (IXL) at BOY, MOY, and EOY.		All Teachers	06/09/2024
<i>Notes:</i>				
11/6/23	Assess student growth and comprehension of standards using NC Check-Ins in Fall, Winter, and Spring.		All Teachers	06/09/2024
<i>Notes:</i>				
11/6/23	PLC focused on analyzing data led by the instructional coach.		Heidi Spradlin	11/30/2024
<i>Notes:</i>				

Core Function:		Dimension E - Families and Community				
Effective Practice:		Family Engagement				
KEY	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)	Implementation Status	Assigned To	Target Date	

Initial Assessment:

Rosman Middle School is currently working to engage parents through the following systems:

- Report card sent home four times a year
- 'All calls' home when needed and emailed to those that have that option
- Parent conferences when requested, including notations
- Individual parent phone calls when needed and use of a school wide parent contact communication log
- The use of Class Dojo to connect and communicate with parents (fully implemented in 6th grade)
- The usage of Parent Portal for parents to access grades and well as students to share with parents/ guardians at home
- Use of social media and school website to promote the staff, school mission, and school-wide events
- Other individual teacher and grade level or team led initiatives to reach parents and other stakeholders as initiated such as 'positive post' postcards mailed home and Google Classroom email list newsletters

We know that today's parents expect more. The creation of a parent-teacher organization, small panels of parents and other stakeholders to gain outside feedback, more communication about evenings that parents can come to school and participate in activities, grade level (and school-wide) newsletters that go home with report cards are all ways that we can improve and expand parent communication.

Limited Development
11/07/2018

<p>How it will look when fully met:</p>	<p>Rosman Middle School has a functioning PTO which fosters greater communication between the teachers and the parents. The PTO supports the students, teachers, and school through their encouragement, financial support, and willingness to work to make our school a better place.</p> <p>A weekly newsletter as well as a weekly phone call goes home each week to let parents and students know what is happening in the classroom and at the school. Websites are updated regularly and have access to NC learning standards. Midterms are sent home halfway through each quarter and the report cards go home at the end of each quarter.</p> <p>Once a quarter, Rosman Middle hosts a community night in which the parents are invited into our building to allow them to see all the great things going on.</p>		<p>Sarah Reid</p>	<p>06/09/2025</p>
<p>Actions</p>		<p>1 of 13 (8%)</p>		
<p>12/11/18</p>	<p>Creation of Newsletter Template.</p>	<p>Complete 12/19/2018</p>	<p>Laurie Kleppe</p>	<p>08/25/2023</p>
<p>Notes:</p>				
<p>11/6/23</p>	<p>Show teachers at a staff meeting how to access parent and student logins in PowerSchool.</p>		<p>Amanda Chapman</p>	<p>11/07/2023</p>
<p>Notes:</p>				
<p>11/6/23</p>	<p>Teacher websites are updated and link to the SCOS for each subject area that they teach.</p>		<p>Erik Wahus</p>	<p>11/30/2023</p>
<p>Notes:</p>				
<p>11/6/23</p>	<p>Plan and host quarterly community.</p>		<p>Laura Smith</p>	<p>12/20/2023</p>
<p>Notes:</p>				
<p>11/6/23</p>	<p>The school will send out weekly automated phone calls.</p>		<p>Julie Queen</p>	<p>06/09/2024</p>
<p>Notes:</p>				
<p>11/6/23</p>	<p>Track the percentage of parents that access weekly email throughout the beginning, middle, and end of the year.</p>		<p>Julie Queen</p>	<p>06/09/2024</p>
<p>Notes:</p>				
<p>11/6/23</p>	<p>Attendance phone calls when a student is absent.</p>		<p>Tricia Holliday</p>	<p>06/09/2024</p>
<p>Notes:</p>				

11/6/23	Administration Attendance Meetings to discuss students with multiple absences.		Bethany Green	06/09/2024
	<i>Notes:</i>			
11/6/23	Teachers will utilize the parent contact log.		All Teachers	06/09/2024
	<i>Notes:</i>			
11/6/23	Distribute midterms and report cards.		All Teachers	06/09/2024
	<i>Notes:</i>			
11/6/23	Collect signed midterms and report cards.		All Teachers	06/09/2024
	<i>Notes:</i>			
11/6/23	Creation of a functioning PTO to support students and teachers.		Mary Derks	08/25/2024
	<i>Notes:</i>			
11/6/23	Create and utilize a grade level template for BOY grade level Newsletter.		Erik Wahus	08/25/2024
	<i>Notes:</i>			