

Hal E. Clark Middle School

rd Avenue, St. John, IN 46373



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School Improvement Committee 2020-2021

Scott Graber	Principal
Joe Stanisz	Assistant Principal
Kim Beach	Assistant Principal
Sidney Hudi	Special Education Teacher
Laurie Rosine	Language Arts Teacher
Mandy Giannini	Digital Citizenship Teacher
Bob Gustas	Math Teacher/Department Head
Karen Finley	5th Grade Teacher
Angela Guzman	Science Teacher

Narrative Description of the School

Hal E. Clark Middle School (CMS) is located in St. John Indiana. Clark is one of three middle schools in the Lake Central School Corporation. Clark serves the students that live in the Schererville, St. John, and Crown Point areas. Enrollment for the 2019-2020 school year was 1,066 students in grades five through eight. Enrollment is anticipated to grow as the area surrounding Clark is open to the continued development of residential areas. A teaching staff of 69 educators, 21 para-professionals, three guidance counselors, 2 school service providers, 22 support staff, one principal, two assistant principals, and SRO (school resource officer) comprises CMS staff. At least three staff members have taken leave due to Covid-19. At the start of the 2020-2021 school year we now have 6 permanent subs that work either full-time or part-time to support our staff, however we are short paraprofessionals. Visiting specialists include a psychologist, 1 speech pathologist, an occupational therapist, a physical therapy assistant, a vision therapist, and an assistive technology coordinator.

Clark's mascot is the Proud Coyote and colorful representations can be seen everywhere within the school.

Clark is a diverse school as noted with the following information: 2.3 percent Multiracial: .2 percent Native American: .9 percent Asian: 17.2 percent Hispanic: 5.6 percent African American and 73.7 percent Caucasian. Additionally, in regards to the lunch program Clark has: 14.2 percent free, 4.6 percent reduced, and 81.2 percent paid. Beginning October 1, Lake Central School Corporation received a grant to provide breakfast and lunch free of charge for all students regardless of financial situation. This grant is set to expire in December.

There is the 2020 census which will provide updated numbers next year.

The town of St. John reported a population of 18,047 in 2017. Additionally, the racial makeup is as follows: Caucasian 94.2 percent; African American .6 percent; Hispanic 9.1 percent; American Indian .1 percent; Asian .7 percent; and multi-racial 2.9 percent. The median age is 43.6 years, and the median household income is \$103,701 dollars.

The town of Schererville currently has a population of 28,501 in 2017. The racial makeup of Schererville is as follows: Caucasian 82.6 percent; Hispanic 11.8 percent; Asian 3.3 percent; African American 5.1 percent; and multi-racial 3.5 percent. The median age is 43.2 years, and the median household income is \$68,166 dollars.

The city of Crown Point reported a population of 30,059 in 2017. The racial makeup is as follows: Caucasian 86.3 percent; African American 5.7 percent; Hispanic 8.6 percent; American Indian 0 percent; Asian 2.4 percent; and multi-racial 2.4 percent. The median age is 41.5 years, and the median household income is \$69,171 dollars.

Currently, teachers at Clark are certified to teach various subjects at different grade levels. Students are provided the opportunity to know more teachers throughout the school day while teachers have opportunities to interact with all of the students within Clark's population. Students are provided with a chance to participate in all advanced core curriculum classes at the middle school level. Math students are given an opportunity to receive high school credit for taking algebra (grade 8).

Clark Middle School is the home of several Special Education programs. Students diagnosed with Autism Spectrum Disorder, as well as Emotionally Disabled, Specific Learning Disabled, Mild Cognitive Disability, Orthopedically Impaired, Visually Impaired, Hearing Impaired, Speech and Language Impairment, Moderate to Severe Cognitive Disability, Multiple Disability and Other Health Impairment attend programs that are provided at Clark. The Structured Learning Program for students with Autism has been recognized as one of three instructional sites for the State of Indiana. In addition, the therapeutic Synergy program is designed as a school program providing an education for students with emotional needs. Individual therapies are also incorporated throughout the day for Clark students

In addition to providing a high quality curriculum, the students and staff at Clark are also presented with a state of the art facility. The cafeteria seats approximately 400 students. The café was specifically designed by the Palmer Hamilton group. Students have an opportunity of eating lunch at the regular café tables, bar height tables, or booths. All seating styles have been an enormous hit for the students. In addition, multiple pieces of brightly-colored Coyote artwork, as well as a range of color schemes, decorate the café.

The media center is located on the second floor. It includes two additional classrooms in the back area for teacher direction prior to entering the media center. In addition, the media center has Kindle's available as well as the Dynix system for student check out. A 52" flat screen Vizio television screen is mounted on the back wall of the media center. The media center is monitored by a librarian and paraprofessionals.

Clark Middle School is well equipped with technological equipment. Students have access to three computer lab classrooms. Each student eLearning or in-person has access to a Chromebook. Interactive whiteboards and a Modular Technology program in Project Lead the Way Classes. In addition, students have access to student computers for accessing information and completing research projects.

All classrooms at Clark are equipped with a 27" Vizio flat screen TV, phone, DVD/VCR combination, a web camera, and a computer. Certain classrooms have also been equipped with Smart Panel, while teachers have access to Elmos, Mobis, Tablets, and LiveScribe Pens etc., which are abundant in the building. All teachers have voicemail access for phone communication with phone extensions and email addresses available on the Clark school website. The school also has a computerized phone program whereby messages can be transferred to staff phone mailboxes every morning. In addition, the after school message system allows parents the opportunity to leave messages in the general mailbox system. These messages are received and transferred to the appropriate person in the morning when the secretary arrives.

To strengthen our security system, staff members have been provided with an identicard, a computerized pass code ID, which allows teachers secured access into the building. Monitoring the identicard is the responsibility of the principal. This program is currently on the principal and assistant principal's computers. There are four doors where staff may enter the building using the computerized card. With this system, teachers have access to the school on the weekends and many have utilized this opportunity. To assist visitors and maintain a secure environment, a table has been placed by the office doors for student item drop offs. Parents are asked to deposit student

lunches, books, gym clothes and any other minor items to limit the number of disruptions of classroom time during the day. Due to COVID-19 community access is limited. Additionally, thirty-two cameras monitor daily occurrences throughout the building. Parents are notified by phone/text message when students miss two consecutive class periods.

Since its opening in January 2008, the Clark staff is proud of its efforts to ensure CMS remains a state of the art facility. As needs change, the staff continues to evaluate their effectiveness in curriculum development, teacher effectiveness, data collection, safety and student based issues and concerns. Safety, excellent educational opportunities and constructive parent relationships have driven Clark Middle School toward its successful status.

St. John, Indiana is located in Northwest Indiana, approximately 43 miles southeast of Chicago, Illinois. Numerous cultural and recreational facilities are available within a short driving distance. St. John is experiencing rapid residential growth, and the Schererville housing market is attractive to young families as retirees move out. Business and industry have traditionally been very supportive of the school corporation. In addition to providing financial assistance for special school projects, our area businesses have provided resource personnel and programs to assist our students.

The Lake Central Education Foundation supported and funded by local businesses and community members, offers grant opportunities for innovative teaching opportunities. Clark teachers received many LCEF grants over the past several years. The teaching staff utilizes this opportunity to expand student learning opportunities and connect with the community in a positive method.

Higher education facilities exist locally. They include regional campuses of Calumet College, Indiana University, Indiana Vocational University, and Purdue University. Representatives from these institutions consistently support career exploration and teacher education programs.

Narrative Description of the Educational Programs

The Hal E. Clark Middle School strives constantly to give students a broad range of programming opportunities at the middle school level. During the school day, students at each grade level are scheduled into a rotation of two special classes, as well as a basic core of academia. Each student has five daily classes, of English, literature, math, science, and social studies. In grades 5th through 8th, students take digital citizenship as part of the semester rotation.

For only the 2020-2021 school year, we have implemented an eLearning component to accommodate students during the Covid-19 pandemic. Currently, teachers are providing a dual platform classroom in which eLearning and in-class students are receiving instruction from the teacher simultaneously. Students are able to view recorded lessons of real-time instruction at their convenience. There are also a small number of dedicated eLearning classrooms. r.

The fine arts department at Clark is very strong.. Currently our program is divided into band and choir as a full year course. In addition to the fine arts, Clark Middle School offers several exploratory

programs in rotation. All sixth-eighth grade students take a semester of physical education/health, followed by a semester of digital citizenship. Additionally, exploratory classes are offered in the areas of general art and Project Lead the Way. All 5th grade students participate in a nine week rotation of physical education, digital citizenship, art, and music during the course of the school year.

Those students that qualify for academic assistance on the basis of state approved assessment test results receive remediation with I-Ready for a math lab. This class takes the place of one of the student's special classes. In addition, students that have an Individualized Education Plan, I.E.P., may have a resource lab daily in place of one of the special classes, as well as a specialized reading class. This class provides students with the opportunity to receive daily assistance in reaching their goals/objectives as prescribed by the I.E.P. For some students, a collaborative class is available in science, social studies, and math to assist those students who do not need a self-contained class but may need additional assistance to be successful. At the end of the 2018-2019 school year the West Lake Program was dissolved. The program is now Lake Central Special Education.

Last year we implemented a new advisory program which involves academic support and a social emotional learning component. This is based off of neuroscience research presented by Lori Desautles. The advisory program was developed by a committee of teachers, counselors, and administrators. There is a curriculum which was developed by members from all three middle schools.

Students may also participate in a variety of extracurricular offerings. These are designed to give the students opportunities to explore their talents in athletic, academic, and social arenas, while building relationships with peers and adults. Throughout the year, we offer several programs for character education.

Description and Location of the Curriculum

The Department Chairpersons have created a document for their disciplines that explains, analyzes, and describes the standards for their department. The staff from all three middle schools and the high school continue to meet to create a curriculum map that incorporates all content standards. This document is revised and updated regularly. This process, reflective of the Lake Central School Corporation, has led various departments in evaluating the curriculum and aligning the curriculum and instructional strategies to national, state, and local standards.

Department Chairpersons meet regularly with the administrative staff to discuss concerns, instructional assessments, and student progress. Teachers meet with their department chairpersons and administrator as needed.

A copy of the middle school standards for each department is available upon request to parents and members of the community.

Titles and Descriptions of Assessment Instruments to be Used in

Lake Central School Corporation has a tradition of academic excellence. Clark Middle School will -

continue to provide proof that the needs of the community have been met through the use of the following assessments: -

AR – This program provides teachers with the technology necessary to assess student reading abilities and create an individualized approach to improving those reading skills. -

Formative/Summative assessments/CEPA -

College and career assessment -

I-AM -

IIEP -

Social skills survey -

Write Source Tests -

Student/teacher observations (Rtl) process/documentation -

Standard Assessments/ECA within certain departments -

I-Ready testing - Math and English predictive assessment taken three times a year -

I-READY/Rtl -

AIMSWeb/Rtl -

Unit tests -

Mission Statement

In partnership with family and community and through an educational system driven by clearly defined learner outcomes, all Clark students will learn skills, values, and knowledge which empower them to be contributing, responsible citizens confidently directing their own lives and adapting to rapid change in an increasingly complex world.

We believe:

*Each individual has dignity and worth.

*Students are our number one priority.

- *People are responsible for their actions. -
 - *Excellence will only be achieved through continuous improvement. -
 - *Everyone can learn. -
 - *People learn in different ways and at different rates. -
 - *Teachers are critically important in every student's education. -
 - *Education is a responsibility shared by students, staff, families, and the entire community. -
 - *School provides a foundation for a lifetime of learning. -
 - *A positive school environment is essential for learning. -
 - *Success builds self-confidence. -
 - *Educated and involved citizens are necessary to sustain a democratic society. -
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Parental participation is encouraged in a variety of areas at Clark Middle School. Parental attendance at our Open Houses, band and choral concerts have been outstanding. We continue to see parental assistance in planning and supporting all activities at Clark. Parents are always welcome to visit and attend conferences. There is currently a PTO at Clark consisting of one parent volunteer and one teacher; this would benefit from increased parental participation. In the future, we would like to recruit members, especially from 5th grade parents.

The Clark staff is committed to providing lessons that incorporate technology as a method of engaging students. The staff has been trained in a variety of technological components that are available at Clark. In addition, training is ongoing as we continue to develop and embrace the new facets of technology with the help of technology trainers. All teachers have individual access to the following technology:

- Chromebooks
- Printers
- Flat screen TVs
- DVD/VCR players
- Web cameras
- Telephones

- Voice Mail
- Internet
- Overheads
- Textbook Computer Programs
- Excel (Google Sheets) and PowerPoint (Google Slides) Presentations
- Flash drives
- Alert Now

In addition, students and teachers benefit from the use of the following:

- Smart Panels
- Project Lead the Way
- Keyboard Lab
- Finale Software for Band and Choir
- Accelerated Reader
- Plato
- Skyward-includes parent access
- CANVAS-includes parent access
- School Website
- Mobi's/Tablets
- Dynix System in the Library
- Opaque projectors
- Scantron Testing System
- Cal Tutor software for Hoosier Spell Bowl
- Student Computers and Printers
- Online textbooks
- Scanners
- Digital cameras
- Adobe Photoshop
- I-STAR
- Elmos
- Class responders
- Class headsets for special needs students
- Reading/listening lab
- Required typing program for grades 5th through 8th
- Integrating CANVAS for all staff
- Live Scribe Pens
- TapIT
- iPads
- Voice Recording software (Dragon, Google)
- Voice output for nonverbal students
- Unique Learning System for progress monitoring
- IReady Online Instruction
- Desmos (math calculator)
- Gizmos (provides online Science and Math labs/lessons/activities)
- Google Suite
- Screencastify
- ATRT (All the Right Type)

- Keyboarding Online
 - BrainPop
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The Clark staff is committed to providing a safe and disciplined learning environment. Meetings are held with the safety committee to look at areas of concern. Staff are encouraged to share their concerns with the administration and/or maintenance staff within the building. In analyzing the current system at Clark, the following are in place:

- Community-wide emergency alert system, which uses universal language to direct students and staff during an emergency situation
- Specialized system to alert administration to areas of concern.
- Key lock entry system with staff ID entry cards
- Safe Visitor
- Emergency drills on a regular basis
- Student handbook containing rules and regulations contained within agendas.
- High level of proactive teacher and staff presence throughout the building during the school day
- Revised exit and entrance procedures
- Bullying assembly for all grade levels
- Grade level expectation assemblies
- Police presence daily
- There are plexiglass shields in the front office
- Backpacks are permitted to be carried from class to class to discourage lengthy hall visits
- Extra cleaning supplies are provided to each classroom
- Classroom doors are encouraged to be left open to improve airflow
- Seating charts are socially distanced as possible
- Seats are assigned at lunch and in class
- Students eat lunch in their classrooms (computers, PE, band, choir, etc. eat in the cafeteria but socially distanced)
- Kitchen staff thoroughly disinfect desktops and tables upon the conclusion of lunch
- All students and staff are required to wear masks in the hallways and classrooms
- Assigned seats on the bus

Professional Development

The staff at Clark Middle School is committed to being involved in Professional Development activities. As educators, it is important that we continue to be challenged as we strive to educate the students of the future. The Clark staff continues to be involved in the following types of staff development at Clark:

- Autism awareness training
- CRISS training
- Curriculum coordination meetings between the three middle schools/elementary transitions to middle school/middle school to high school

- HASTI conference
- IASP Conference
- IIEP use
- RtI (response to intervention)
- ICE conference
- Student Teachers
- ISTAR training
- Media Center Fall Regional Conference
- High Ability Programs
- Midwest International Band Clinic
- PE conference
- Athletic Directors Conference
- Master Scheduling training and workshops
- Non-violent Crisis Prevention Training
- National STEM conference
- Smekens training
- Indiana Gifted and Talented Conferences
- iReady Training
- Teach Like a Pirate
- Indiana Music Educators Association Conference
- AdvancED Educator Conference
- Challenger Learning Center Training
- National Business Education Association Conference
- Middle Level Education Association Conference at Valparaiso
- NCTM Conference
- The Book Whisper Conference
- Co-teaching Conference
- IEP Resource Conferences
- Suicide Prevention Training
- Laurie Desaultes SEL/neuroscience training
- TECH training including additional Canvas training, Google Meet various apps, Screencastify
- Required yearly GCN Tutorials

Attendance Rate

Clark's attendance average for all grades is 96.4%. Our goal is for our average attendance to be at 97% or above. Student attendance at Clark has always been strong. We will continue to work on closely monitoring students with poor attendance habits. We have letters sent to parents when student unexcused absences number at least 5 days per grading period. Students can be reported to the Geminis Truancy Program if deemed necessary. In addition, for students with unexcused absences numbering more than 10 days, a referral may be made to the courts.

Student Achievement Objectives

Due to COVID-19, the State Standardized Tests were not given. The numbers provided below are from the 2018-2019 school year. We are striving to improve our scores to be above the state average. It is our goal to continue to improve on the data as recognized by the State of Indiana and become a 4

STAR SCHOOL. In addition, the staff has set the goal of becoming a National Blue Ribbon School of Excellence as noted for the future based on the documentation and data that we have available. Of the ten areas tested on the ILearn assessment, Clark had seven of the highest scores within the Lake Central Middle Schools.

	th grade	th grade	th grade	th grade
		63%	69%	
		56%	42%	49%
Science				

Schoolwide we would like to see the following changes:

- New copier machine
- More PD days per department to review state approved data and develop curriculum
- Additional prep time for teachers to plan for both in-person and eLearning student instruction
- Morale boosting activities for staff
- Team building activities for staff
- Balanced class sizes
- Teacher input on student grouping (behaviors) when scheduling classes
- Administrative team to make an effort to check student groupings (for behaviors) before the start of the school year
- Training of what a paraprofessional should do in class
- Cultural awareness for both staff and students to address the needs of minority and at-risk students
- USB to USBC Chargers for Chrombooks for each classroom teacher as well as a class set (40 each) for both Digital Citizenship Teachers so students could charge their Chromebooks during each computer class

At Clark Middle School we are continually addressing how to increase our state approved assessment scores by working on the following items within the departments:

- As a department, we have all implemented the "Yes, MA'AM" Strategy/Constructed Response from Smekens to improve student use of textual evidence in order to address this problem.
- Use of Notice and Note Signposts, a close reading strategy developed by Kylee Beers, a nationally renowned expert in reading comprehension. Students in grades 5 - 8 are learning the signposts so that we can develop a common language for close reading of literary text.
- Professional development of Language Arts staff
- Created Understanding by Design (UBD) unit plans following Jay McTighe's model and are

following them with fidelity

- A website was established to share material
- Academic vocabulary, Greek/Latin prefixes, roots, and suffixes
- Weekly iReady lessons
- Encourage students to attend academic assistance during advisory
- Implement free reading and modeling strategies learned at Donalyn Miller's *Book Whisperer* training
- Incorporate tests and quizzes into Canvas
- Administer district-wide grade level semester ECAs grades 6-8
- Collaborate with all three middle schools for curriculum development
- Nearpod reading and listening activities
- A reading specialist has been added to support struggling students during their ELA class

Math

- State approved assessment prep problems daily
- Continue attending professional development workshops to improve teaching strategies
- Continue looking at data for student weaknesses
- Emphasis on attending academic assistance during advisory
- Professional development for staff with math expert consulting with the IDOE
- Hired a math coach
- Meet to incorporate tests/quizzes into Canvas
- Weekly iReady lessons
- iReady training
- Incorporate tests and quizzes into Canvas
- New textbooks incorporated into curriculum
- Process standard posters are in each math classroom
- Collaborate with all three middle schools for curriculum development
- Administer district-wide grade level semester ECAs

Science

- State approved assessment prep problems
- Continue attending professional development workshops to improve teaching strategies
- Data analysis to address student weaknesses
- Encourage students to attend advisory when extra assistance is needed
- iReady training
- Administer district-wide grade level ECAs
- Incorporate tests and quizzes into Canvas
- Reading comprehension improvement using Scholastic's Science World Magazine
- Collaboration within science department on grade level lesson planning
- Collaborate with all three middle schools for curriculum development
- Utilize online resources to reinforce science concepts

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- Daily Geography lessons as warm-ups
 - Continue attending professional development workshops to improve teaching strategies
 - Encourage students to attend academic assistance during advisory
 - Incorporate tests and quizzes into Canvas

- Utilize Scholastic News in plans
- Grade level team folders established to share material
- Interactive end of unit projects created
- Grade 5 (Advanced) incorporates the We the People curriculum in the second semester

We will continue to promote a positive school culture by incorporating the following activities:

- Student generated positive posters/signs posted throughout the building
- Use of media (teacher video)
- Yearly T-Shirts
- Spirit Days
- We have also identified the need to work on academic vocabulary lists at all grade levels.
- Co-labs for math, language arts and social studies
- Make a conscious effort to reduce class size and/or more para support in large class sizes
- Visit other schools with similar demographics with higher standardized state approved assessment scores and school letter grades

Benchmarks for Progress

The School Improvement Committee continues to rely primarily on the data that is received from the state regarding the state approved assessment tests.

For the 2019-2020 school year, academic departments will look at data from state approved assessments to look at potential changes, concerns, etc. in regard to student performance and student expectations.

Academic Honors

Students' grades 5-8 at Clark Middle School can be placed into advanced courses in ALL core subject areas.

High school credit is given for those students that successfully pass the Algebra class.

CLARK MIDDLE SCHOOL

Implementation Plan

GOAL #1 Staff will prepare and equip students to maintain a higher than state average on the 2020-2021 state approved assessment test.

SUPPORT DATA Spring 2019 state approved assessment data	STANDARDIZED Assessments Spring 2021 state approved assessment	LOCAL ASSESSMENTS 1. IREADY 2. End-of-Course Assessment 3. Unit assessment 4. CEPA
Intervention: Staff will focus instruction on Indiana College and Career Readiness state standards.		Research/Best Practice for Intervention: Staff will collaborate within each team to incorporate state standards cross-curriculum. Building time in the school day for professional development and collaboration are essential components in this process.

Activity				
Reevaluate and restructure master schedule by creating multi grade level lunch periods and split the specials block.	Administration and Central Office	August 2019-May 2021	State approved assessment and IReady Student Enrollment Teacher Licensure	Teacher recommendation
Update Academic Content Vocabulary master list	Department Chairs, Teachers	August 2019-May 2021		Content area vocabulary development strategies
Ongoing Professional development for all staff	Administration, Department Chairs, Teachers	August 2019-May 2021	Release time	Professional development for curriculum mapping, standard alignment, integrating standards cross-curriculum
Cross-curriculum writing in all content areas	All teachers at each grade level	August 2019-May 2021	Release time for staff training and collaboration	Professional development for cross curriculum writing for all content area teachers

Class time to focus on state approved assessment prep questions months leading up to the test	All Teachers	January 2019-May 2021	-Available state approved assessment prep materials -Teacher designed questions	
Inclusive school culture (pep assembly, t-shirts, banners, etc.)	Administration, Guidance, teachers, all staff	August 2019-May 2021	Funding for various state approved assessment related activities	Collaboration for developing and implementing state approved assessment related activities throughout the school.
Provide training opportunities for co-teaching pairs	Administration, Co-teaching pairs	August 2019-May 2021	Training opportunities and release times for staff	
Disaggregate data from previous year's test to look at student performance	Administrators Team of teachers, guidance	August 2019-May 2021	Release time for staff	Analyze data to see what worked well and what needs improved before the next state assessment

Staff will effectively utilize the resources available within the building for student success. -

SUPPORT DATA Spring 2019 state approved assessment data	STANDARDIZED Assessments Spring 2020 state approved assessment	LOCAL ASSESSMENTS 1. IReady 2. End-of-Course Assessment 3. CEPA
Intervention: Staff will focus instruction on Indiana College and Career Readiness state standards.	Research/Best Practice for Intervention: Staff will collaborate within each team to incorporate state standards cross-curriculum. Building time in the school day for professional development and collaboration are essential components in this process.	

Activity				
Utilizing tutoring more efficiently	Administration, Department Chairs, and Teachers	August 2020-May 2021		Schedule and assign teachers by grade level/subject area for tutoring

Utilize advisory academic assistance days	Administration, Department Chairs, and Teachers	August 2020-May 2021		Schedule and assign teachers by grade level/subject area for tutoring
Create academic focus classes that targets students who are in the approaching proficiency range on the state approved assessment	Administrators, Department Chairs, and Teachers	August 2020-May 2021	Release time, Assessment Data	Analyze available data and identify students at risk. Ongoing staff development to respond to the needs within the building
Differentiate focus in advanced and co-lab classes	Administration, Department Chairs, Teachers	August 2020-May 2021	Assessment Data	
Students cannot be in advanced classes if they score "below proficiency" on state approved assessments in that subject	Guidance and Administration	August 2020-May 2021	Assessment Data	
Teacher input on student grouping when scheduling classes	Guidance, Administration, Teachers	August 2020-May 2021	Assessment Data and review of records	
Cap collaborative classes at 25 students	Guidance and Administration	August 2020-May 2021	Clark Facilities, Assessment Data, and Staff Availability	
Increase utilization of Clark facilities (media center, football field, track, labs, gym, etc.)	Guidance, Administration, Teachers	August 2020-May 2021	Clark Facilities	

Cultural Competency Component

As Clark Middle School's student population becomes increasingly diverse and multicultural, staff members will need to be aware of the unique needs and outlooks of certain subcultures in the building. This is not limited to race and diversity, but includes tolerance of various religions, gender identities, and cultural backgrounds. The School Improvement Committee spoke at length and

agrees that we have an ongoing obligation to increase tolerance among subgroups. Cultural awareness training for both staff and students is important. Currently, we have several programs focusing on disability awareness. Students with special needs participate in extracurricular activities with peer support. Our goal is to focus on more culturally diverse activities. We have purchased books with diverse characters for the library. The Language Arts Department is focusing on purchasing novels with culturally diverse main characters for classroom libraries. We are planning multiple staff book club readings with the goal being to enlighten ourselves to the culture of various groups.

THREE YEAR TIMELINE	IMPROVE TEACHER COMPETENCY	LITERACY	RIGOR	READING COMMUNITY	PERSON (S)
	-Add additional subs and paraprofessionals				-Administration
August 2020 - May 2022	Add a social worker for general education students				-Administration
August 2020 - May 2022	- Add a co-lab for all academic classes				-Administration, Guidance, and Teachers
August 2020 - May 2022	- Add adaptive specials courses				Administration, Guidance, and Teachers
August 2020 - May 2022	-Increase the current number of colab classes			CPI training for all staff Awareness of all students in building	-Administration, Guidance, and Teachers
August 2020 - May 2022	-Each student continues to have access to a Chromebook 1 to 1				Administration
August 2020 - May 2022	-Share professional development opportunities with staff			Create means of identifying at-risk students	-Administration, Guidance, and Teachers. -Administration, Guidance, and Teachers
August 2020 - May 2022	- Standards for Success evaluation training for new teachers.				Administration
August 2020 - May 2022	- Review				Administration

	Standards for Success evaluation for current teachers.			
August 2020 - May 2022	-Skyward and Canvas ongoing training -Smart Panel training -Educational technology training (including Google, Screencastify)			Technology Trainers and Administration
August 2020 - May 2022	-Training for teachers on how to utilize support staff.		Continue character education	Administration and Guidance
August 2020 - May 2022			Promote positive staff morale - Sunshine Club, Book Club, Spirit Days, Staff Involvement in Pep Assembly, Teacher Swap Day, Teacher Appreciation Week, Shoutout Board	Administration, Guidance, and Teachers
October 2020 – February	Analyze ILearn data			Administration, Department Chairs, and Teachers
January 2020 – February		Identify weak areas of development as assessed on the standardized assessments		Administration, Teachers, and Department Chairs
September 2020 – May 2022	Providing professional development using technology for staff	Obtain more technology and increase tech support so that computation learning can be used to enrich the basic curriculum (Provide a document camera and SMART technology for each classroom)		-Administration and Teachers -Administration and Department Chairs

August 2020 – May 2022	-Peer Observation -Peer Mentoring		-Continue open line of communication between students and counselors -Explore and implement programs to reduce bullying issues - Promote student involvement in creating school traditions	Administration, Guidance Counselors, and Teachers
August 2020 – May 2022	-Peer Staff Observation -Peer Staff Mentoring		-Allow teachers to observe how other teachers manage their classrooms, students, etc.	Administration and Teachers
August 2020 – May 2022	Professional development for areas of weakness	-Continue to work collaboratively to develop common, formative assessments with rubrics of expectations in order to add rigor to the curriculum -Add at least one STEM-based activity in each classroom including but not limited to: -problem solving activities -scenario based activities -computational (using computer/technology resources) learning activities.		-Administration - All teachers at each grade level. - Administration, Guidance Counselors, and Teachers.
September 2020	Evaluate all programs. Revise school		Evaluate all programs. Revise school	Administration, School Imp. Committee and

	improvement plan accordingly		improvement plan accordingly	Teachers.
January 2021	Implement Revisions	Implement Revisions	Implement Revisions	Administration, Guidance, and Teachers
August 2020 - May 2022		Continue to provide professional development for curriculum mapping, standard alignment, integrating standards cross-curriculum		Administration, Department Chairs, Teachers
January 2021 - May 2022		Evaluate all programs and class offerings		Administration, Department chairs
August 2020-May 2022	-Have a representative on the School Improvement Committee from all departments and grade levels			Teachers