

Annual School Portfolio

March 2014



Riverside Middle School

Eric L. Williams
Principal

Greenville County Schools
School System

Mr. W. Burke Royster
Superintendent

Quality Assurance Review Phase
of the *Quality School Improvement Process*
For Continuing Accreditation

Cycle 2013-14 through 2017-18

Riverside Middle School

SCHOOL RENEWAL PLAN COVER PAGE
(Mandated Component)

REQUIRED - SCHOOL INFORMATION AND SIGNATURES

SCHOOL: Riverside Middle School

SCHOOL DISTRICT: Greenville County Schools

SCHOOL RENEWAL PLAN FOR YEARS: 2013-14 through 2017-18 (*five years*)

SCHOOL RENEWAL ANNUAL UPDATE FOR: 2014-15 (*one year*)

Assurances

The school renewal plan, or annual update of the school renewal plan, includes elements required by the Early Childhood Development and Academic Assistance Act of 1993 (Act 135) and the Education Accountability Act of 1998 (EAA) (S.C. Code Ann. §§ 59-18-1300 and 59-139-10 *et seq.* (Supp. 2004)). The signatures of the chairperson of the board of trustees, the superintendent, the principal, and the chairperson of the school improvement council are affirmation of active participation of key stakeholders and alignment with Act 135 and EAA requirements.

CHAIRPERSON, BOARD OF TRUSTEES

Mr. Charles J. Saylor		
PRINTED NAME	SIGNATURE	DATE

SUPERINTENDENT

Mr. W. Burke Royster		
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL

Mrs. Tammie Pinson		
PRINTED NAME	SIGNATURE	DATE

PRINCIPAL

Mr. Eric L. Williams		
PRINTED NAME	SIGNATURE	DATE

SCHOOL ADDRESS: 615 Hammett Bride Road, Greer, SC 29650

SCHOOL'S TELEPHONE: (864) 355-7900

PRINCIPAL'S E-MAIL ADDRESS: elwillia@greenville.k12.sc.us

STAKEHOLDER INVOLVEMENT FOR SCHOOL PLAN

List the name of persons who were involved in the development of the school renewal plan. A participant for each numbered category is required.

<u>POSITION</u>	<u>NAME</u>
1. PRINCIPAL:	Mr. Eric L. Williams
2. TEACHER:	Mrs. Kati Linn
3. PARENT/GUARDIAN:	Eileen Stocking
4. COMMUNITY MEMBER:	Tate Hoxworth
5. SCHOOL IMPROVEMENT COUNCIL:	Mrs. Tammie Pinson
6. OTHERS* (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.)	

<u>POSITION</u>	<u>NAME</u>
<u>Assistant Principal</u>	<u>Margaret Stovall</u>
<u>Assistant Principal</u>	<u>Andrew Batman</u>
<u>Teacher</u>	<u>Gail Denton</u>
<u>Team Leader, Department Chair</u>	<u>Gretchen Moore</u>
<u>Instructional Coach</u>	<u>Steven Huff</u>
<u>Teacher</u>	<u>Maisie Hansen</u>
<u>Department Chair</u>	<u>Kathy Thrasher</u>

***REMINDER:** If state or federal grant applications require representation by other stakeholder groups, it is appropriate to include additional stakeholders to meet those requirements and to ensure that the plans are aligned.

ASSURANCES FOR SCHOOL PLAN

Act 135 Assurances

Assurances, checked by the principal, attest that the district complies with all applicable Act 135 requirements.

 Academic Assistance, PreK–3

The school makes special efforts to assist children in PreK–3 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).

 X **Academic Assistance, Grades 4–12**

The school makes special efforts to assist children in grades 4–12 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).

 X **Parent Involvement**

The school encourages and assists parents in becoming more involved in their children’s education. Some examples of parent involvement initiatives include making special efforts to meet with parents at times more convenient for them, providing parents with their child’s individual test results and an interpretation of the results, providing parents with information on the district’s curriculum and assessment program, providing frequent, two-way communication between home and school, providing parents an opportunity to participate on decision-making groups, designating space in schools for parents to access educational resource materials, including parent involvement expectations as part of the principal’s and superintendent’s evaluations, and providing parents with information pertaining to expectations held for them by the school system, such as ensuring attendance and punctuality of their children.

 X **Staff Development**

The school provides staff development training for teachers and administrators in the teaching techniques and strategies needed to implement the school/district plan for the improvement of student academic performance. The staff development program reflects requirements of Act 135, the EAA, and the National Staff Development Council’s revised *Standards for Staff Development*.

 X **Technology**

The school integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.

 N/A **Innovation**

The school uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students. Provide a good example of the use of innovation funds.

 Recruitment

The district makes special and intensive efforts to **recruit** and give **priority** to serving those parents or guardians of children, ages birth through five years, who are considered at-risk of school failure. “At-risk children are defined as those whose school readiness is jeopardized by any of, but no limited to, the following personal or family situation(s): Educational level of parent below high school

graduation, poverty, limited English proficiency, significant developmental delays, instability or inadequate basic capacity within the home and/or family, poor health (physical, mental, emotional) and/or child abuse and neglect.

X Collaboration

The school (regardless of the grades served) collaborates with health and human services agencies (e.g., county health departments, social services departments, mental health departments, First Steps, and the family court system).

Developmental Screening

The school ensures that the young child receives all services necessary for growth and development. Instruments are used to assess physical, social, emotional, linguistic, and cognitive developmental levels. This program normally is appropriate at primary and elementary schools, although screening efforts could take place at any location.

Half-Day Child Development

The school provides half-day child development programs for **four-year-olds** (some districts fund full-day programs). The programs usually function at primary and elementary schools, although they may be housed at locations with other grade levels or completely separate from schools.

Developmentally Appropriate Curriculum for PreK–3

The school ensures that the scope and sequence of the curriculum for PreK–3 are appropriate for the maturation levels of students. Instructional practices accommodate individual differences in maturation level and take into account the student's social and cultural context.

Parenting and Family Literacy

The school provides a four component program that integrates all of the following activities: interactive literacy activities between parents and their children (Interactive Literacy Activities); training for parents regarding how to be the primary teachers for their children and full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriated education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Family Literacy program goals are to strengthen parent involvement in the learning process of preschool children ages birth through five years; promote school readiness of preschool children; offer parents special opportunities to improve their literacy skills and education, a chance to recover from dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.

X Coordination of Act 135 Initiatives with Other Federal, State, and District Programs

The district ensures as much program effectiveness as possible by developing a district-wide/school-wide coordinated effort among all programs and funding. Act 135 initiatives are coordinated with programs such as Head Start, First Steps, Title I, and programs for students with disabilities.

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Introduction

The self-study process of Riverside Middle School has been a cornerstone in the foundation of the school. In the spring prior to the opening of the school, then Principal Ann Miller made visits to feeder schools within the new Riverside Middle School community. She provided parents and students with surveys about their goals and expectations for the new school. Results of the surveys showed a consistent response from parents. Parents wanted Riverside Middle School to “challenge” their children and to “continually praise” their children.

Following the school visits and surveys, Ms. Miller arranged early meetings with parents, students, members of the business community, and the newly established Riverside Middle School faculty and staff. The PTSA and SIC formed shortly thereafter.

Riverside Middle School has, from the opening of the school in the fall of 1999, been a school attempting to improve for the sake of the students. Using the SACS guidelines at the time, RMS started on the path for initial accreditation the following spring. Using a format of “community involvement” committees were established, surveys completed, data analyzed, questions asked and answered, and goals were set to carry RMS through the coming years. Each year, those goals were re-visited and adjustments made based on new empirical data and current educational research. Started during the 2002-2003 school year as a directive from the District, the Riverside Middle School portfolio was developed to document the changes and progress our school has made while working to continuously improve everything we do. Based on procedures and processes promoted by Dr. Victoria L. Bernhardt and the Education for the Future initiative, the portfolio provides our staff with an ongoing means for self-assessment, communication, continuous improvement, and accountability. In essence, it gives RMS a tool of organization that is a natural and continual process and parallels the SACS CASI process of continual improvement.

The categories used in this portfolio are based upon the Education for the Future Initiative Continuous Improvement Continuums, adapted from business’ Malcolm Baldrige Award Program for quality business management and achievement. As a school, RMS came to consensus on the various sections of these continuums and used these as a starting point for review and analysis of the RMS program because the RMS community believes the philosophies written into the continuums will lead to Riverside Middle School achieving academic success. This school portfolio is a living document that describes RMS and includes actual evidence of our work. It describes who we are, our vision for the school, goals, plans, progress, and achievements in the context of client

demographics and needs, and school partnerships. The portfolio also describes how we build and utilize our overall school plan for the purpose of increasing student learning—our ultimate outcome.

The development and continual update of the portfolio originally involved the RMS community organized into committees based on the portfolio sections. In the fall of 2009, RMS applied for, and was accepted into, the *Making Middle Grades Work* (MMGW) program, a part of the Southern Regional Education Board (SREB) middle grades initiative. MMGW is a network of schools, districts, and states committed to improving the middle school classroom practices using a framework of Key Practices for continual improvement. A part of the program is the development of various school focus teams based on perceived school needs.

For the 2013-2014 school year RMS has the following MMGW Focus Teams and team goals:

Data - Assist teachers in understanding the various data sources available to them, assist teachers in good decision-making processes based on data, assist other MMGW teams in necessary data analysis for the advancement of the teams, and disaggregate MAP, PASS, and other assessments.

School Culture & Climate -Research, survey, and study the current school culture (students, staff, and community), develop plans to meet the identified needs of the student culture and maintain and improve the current student recognition system (Royal Rewards).

Literacy – In accordance with Common Core State Standards, promote best practices in literacy instruction across the curriculum; and strengthen the RMS community of readers and writers.

21st Century Learning - Encourage the incorporation of National Educational Technology Standards (NETS) into teaching and learning and help facilitate the integration of technology into the curriculum.

Extra Help – Mentorship, increase the awareness of the opportunities for extra help and evaluate the effectiveness of current extra help opportunities

Community Engagement - Collaborate with the community to identify and integrate resources and services from the community to strengthen school and increase the involvement of parents of students on free or reduced meal plans in the activities of Riverside Middle School.

Curriculum and Instruction - Develop engaging academic experiences in order to enhance the rigor of instruction and increase student achievement.

Staff Morale and Hospitality - Research, survey, and study the current staff culture, develop plans to meet the identified needs of staff culture and maintain and improve current staff social events (Faculty Picnic, Christmas party, Sunshine Fund, etc.).

The current Focus Teams and members are as follows.

Leadership and Data

Eric Williams.....Principal
 Steve Huff - Chairman.....Instructional Coach
 Jan Coty.....Social Studies
 Debbie Crowley.....Social Studies
 Merle FaulkLanguage Arts
 Maisie HansenLanguage Arts
 Kati LinnSocial Studies
 Amy ParkerMath/Yearbook
 Meg StovallAssistant Principal
 Lynn TruittCounselor, 7th Grade

Student Culture and Climate

Jamie Luff – Co-ChairmanSocial Studies
 Pam Varner – Co-ChairmanScience
 Michael Bendgen.....Social Studies
 Brad Dill.....GTT
 Zack Johnson.....Social Studies
 Greg Miller.....Physical Education
 Colette O'ConnellScience
 Natalie RohaleyMath
 Kathy ThrasherMath
 Lynn TruittCounselor, 7th Grade
 Pam WallCounselor, 8th Grade

Literacy

Susan Mathewson - ChairmanCareers
 Irene CraigScience
 Merle FaulkLanguage Arts
 Maisie HansenLanguage Arts
 Coral Hoesli.....Science
 Dorothy JacksonLanguage Arts
 Brad JohnsonPhysical Education
 Ana KellettTMH – Self Contained
 Carol LockabyInclusion
 Celia PotterInclusion

Community Engagement

Teryn Traynham - ChairmanFrench
 Mary BratcherScience
 Nicole Bowman.....Inclusion
 Nancy CampSkills
 Debbie CrowleySocial Studies
 Hale EdwardsSocial Studies
 Cindy Heos.....Physical Education

Susan LassiterLiterature
 Kevin StylesBand
 David WilliamsScience

Staff Morale and Hospitality

Kaci Roper –Co-Chairman.....Math
 Mandy Underwood – Co-Chairman.....Science
 Audrey Cook.....Art
 Jan CotySocial Studies
 Erin GreinerMath
 Stacy HallCounselor, 6th Grade
 April HaynesMath
 Mary HigginsSecretary
 Margaret HowardInclusion
 Jennifer MathisSocial Studies
 Kristi MathisLiterature
 Alex RaymondMath
 Richane RobbinsScience

21st Century Learning

Andi Fansher - Chairman.....Librarian
 Ginger AveryBusiness Education
 Jennifer Boulet.....Social Studies
 Gail Denton.....Language Arts
 Crystal Garner.....Science
 Adrienne JohnstonSpanish
 Jeanie LeakeScience
 Doriane LeeMath
 Andrea Rhodes.....Math
 Rachael StrakaLanguage Arts
 Jennifer Wile.....Social Studies

Extra Help

Ginger Greer - ChairmanStrings
 Allison BurnsLanguage Arts
 Peggy GrooverLanguage Arts
 Amanda Harper.....Language Arts
 John HatchellMath
 Lori KellyMath
 Katie LinnSocial Studies
 Heidi KurtzDrama
 Gretchen MooreLanguage Arts
 Charlotte WhiteMath
 Cindy WoodyScience
 Thomasina WolfeChorus

Through these teams or as a learning community, RMS collects necessary data, solicits input from the staff, SIC Committee, student representatives, PTSA representatives and community representatives, disaggregates and analyses data, researches current literature and best practices, surveys as needed, develops or modifies goals and school practices, updates the portfolio as needed, and reports to various community groups concerning the entire process. When further direction and input is needed, RMS calls on a variety of sources including district professionals, community leaders, other school experts, state educational representatives, and consultants.

As a result of this continual reflection and introspective examination, various challenges have been brought to light over the years. Those challenges have been met with great determination and many have been eliminated. Some, while giving best effort, have proved to be more demanding and remain on the in-progress list. Others have arisen more recently because of various facts such as a changing population. Because of the commitment of RMS to continually improve, these challenges have been discovered and are being confronted. One observation that is continually at the center of the process when children are involved: RMS will never be so good that it can't do better.

Please enjoy this comprehensive treasure as it provides the story of who we are and how we work together to continuously improve what we do to prepare our students to become successful citizens and participants in the future world!

The Staff of Riverside Middle School

Executive Summary

Since its establishment in the fall of 1999, Riverside Middle School has been a school where all of the stakeholders work together for the education of the student. While realizing we are not perfect, striving for excellence is a persistent desire and the only point of satisfaction for Riverside Middle School. In our drive for perfection we must use data to find the areas of improvement.

With student achievement being the main area of concern, much time and work is allocated to studying these needs. Overall, the students at RMS historically have performed at a higher level than the district and state averages as evidenced by the mean averages for the various PASS tests. For the 2012-2013 school year the means were: ELA, 674.8, Math, 678.9, Science, 650.7, and Social Studies, 674.3. Even within customary subgroups RMS students perform, on average, better than district and state average. However, certain subgroups, on certain data points, did not perform at the same level. Of particular note is the subgroup of "Disabled" which had a mean of ELA, 609.1, Math, 605.4, Science, 589.9, and Social Studies, 616.. Also of concern are the subgroups of African-American, Limited English Proficient, and Subsidized Meals. While above the baseline mean by several percentage points much room for improvement is evident

Having a qualified certified staff is paramount to attaining the student achievement goals set for our school. RMS currently has 62.9% of the teaching staff with advanced degrees. Fourteen teachers are "National Board" certified. Of all core curricular teachers 97.3% hold a highly qualified middle school status, all special education teachers hold highly qualified status and 61.5% of related arts teachers hold highly qualified status within their area of concentration. As staff members retire or elect to take other positions, great effort is placed on hiring new staff highly qualified to meet the demands of a middle school environment. In addition, all staff are provided with a variety of staff development opportunities designed to help meet the school goals. All administrators have principal certification among other supervisor and subject areas certifications. The administration has a combined 85 years of experience in education with much of that being at the supervisory level. The guidance counselors all have guidance certification in addition to one guidance counselor being national board certified. The media specialist holds media specialist certification and the instructional coach holds professional certification with highly qualified status. Among the academic support staff there is a total of 78 years of experience in education.

The support staff at RMS, while not having educational certifications, have been selected for their various talents and desires to be a part of a school that strives to support the students under our care. Each food services, custodial, health provider, and office worker is a vital part of this process. Various staff development classes are provided as a part of their job support.

The overall school climate of RMS continues to be positive. In state report cards surveys results provided state that teachers, students, and parents have an encouraging view of the school. When questioned if satisfied with the learning environment teachers gave 96.9% satisfactory rating while students gave 85.7% and parents at 92.6%. The percent satisfied with the social and physical environment reported at 100% for teachers, 88.5% for students, and 88.0% for parents. Asked if satisfied with school-home relations, teachers reported 100% satisfaction, students 89.1% and parents at 81.3%. When questioned if parents feel their students are safe at school, 99.1% responded favorably, students showed a 93.6% favorable rating and staff responded at 100% favorable.

While these statistics are considered acceptable by most, RMS is not content to accept anything less than 100%. Significant challenges over the past three years continue to be the various subgroups that perform lower than the total population of RMS on the various state and tests. RMS has implemented processes and activities that we believe will assist in this effort. Homework recovery and the special education inclusion model are just two of these steps. However, until current testing data has been returned to the school, a complete review of these steps cannot be accomplished, but that does not mean that further steps are not indicated. For the 2013-2014 year complete inclusion for self-contained (excluding TMD) has been designed and implemented.

Another challenge faced by the school has been the need for improved communication to the home and community. While the staff of RMS has always emphasized communication with home and community the important aspects of the school and its students, surveys addressing these areas have been somewhat disappointing. While they would not necessarily be considered low scores to most, RMS prides itself on nothing but the best. Much conversation and work has gone into improving these areas. More announcements home, a stronger public relations drive, a redesigned website, and continued development of teacher websites to include specific classroom information have been some of the focused efforts. Preliminary results indicate that these perceptions are improving but more work is need in this area.

One major challenge over the past three years is a change in the leadership of the school. As individuals retire or move to other positions change is inevitable. But

with it comes challenge. Thus was the case in the spring of 2012. After being at the school as assistant principal when the school opened and rising to the position of principal four years later, Mr. Ron Harrison, announced that he would be leaving RMS. The district immediately created a search committee and Mr. Eric Williams was appointed the third principal of RMS. As with any change in leadership, a different style of management came into place. Mr. Williams, having not been at RMS before his appointment, needed time to know and understand the structure of RMS. He set about leading the students and staff through a transition year that saw little, if any, decrease in vital operations and no loss of educational commitment and accomplishment.

Challenges allow Riverside Middle School to accomplish much. RMS has had a growth rating of "Excellent" on the state report card for the last three years and an "Excellent" absolute rating for the past four years. RMS has won the Palmetto Gold Award for the past three years, is a Red Carpet Award winner and the Palmettos Finest Middle School for 2009-2010. Several students and faculty have won various competitions, events, honors, and awards.

Though always proud to discuss successes, faculty, staff, parents and students realize that excellence is the vision and not a destination. As a community, we will continue to assess our progress, adjust goals as necessary, and hold ourselves to meet these goals through rigorous and intense yearly review.

School Profile

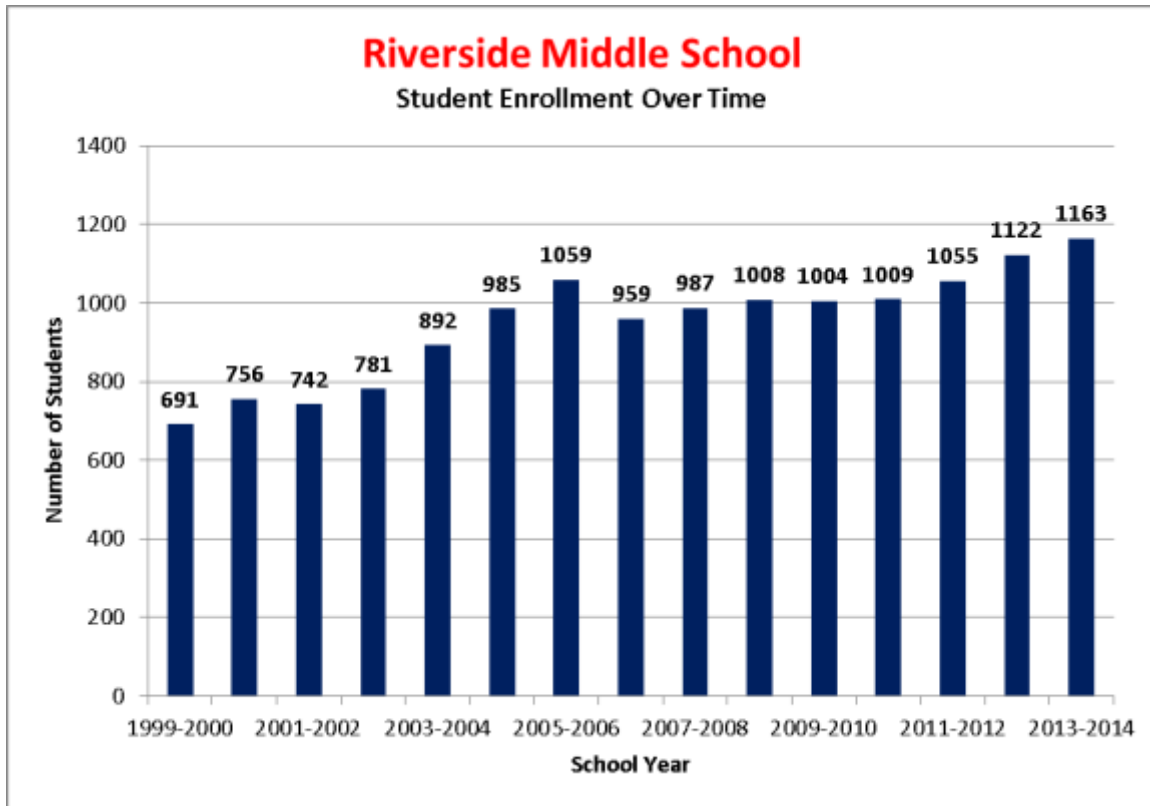
Riverside Middle School is a suburban middle school serving the northeastern area of the Greenville County. The story of this progress is reported in summary in this section.

School History

Due to the rapid growth on the eastside of our county in the mid-1990's, a new middle school was necessary to accommodate the community. The school building plan started with an initial budget of \$14,953,000 situated on land valued at \$805,800. The school quickly took shape as the new area middle school and opened its classrooms to the community in the fall of 1999, bringing together 692 students reassigned from three surrounding middle schools.

Student and Community Demographic Data

The school serves a community with an area of approximately 36.84 square miles. This area has seen a major increase in the number of households and a significant population growth. According to the most recent available U.S. Bureau of Census statistics, this area has increased 44.65% in households and in population by 39.64%. The adult age for the area is at the highest between the ages of 35 and 55. The ethnic composition of the area is 92.73% white with various minority populations represented. The education composition is 86.9% of the population completing a minimum of a high school education with 25.9% having a minimum of a bachelor's degree. Income levels vary from 8.62% earning less than \$19,000 to 0.51% earning above \$500,000 with the largest percentage (13.58%) in the \$150,000 - \$249,000 range. The area has a diversity of businesses affording a variety of partnerships, shadowing programs, and guest speakers.

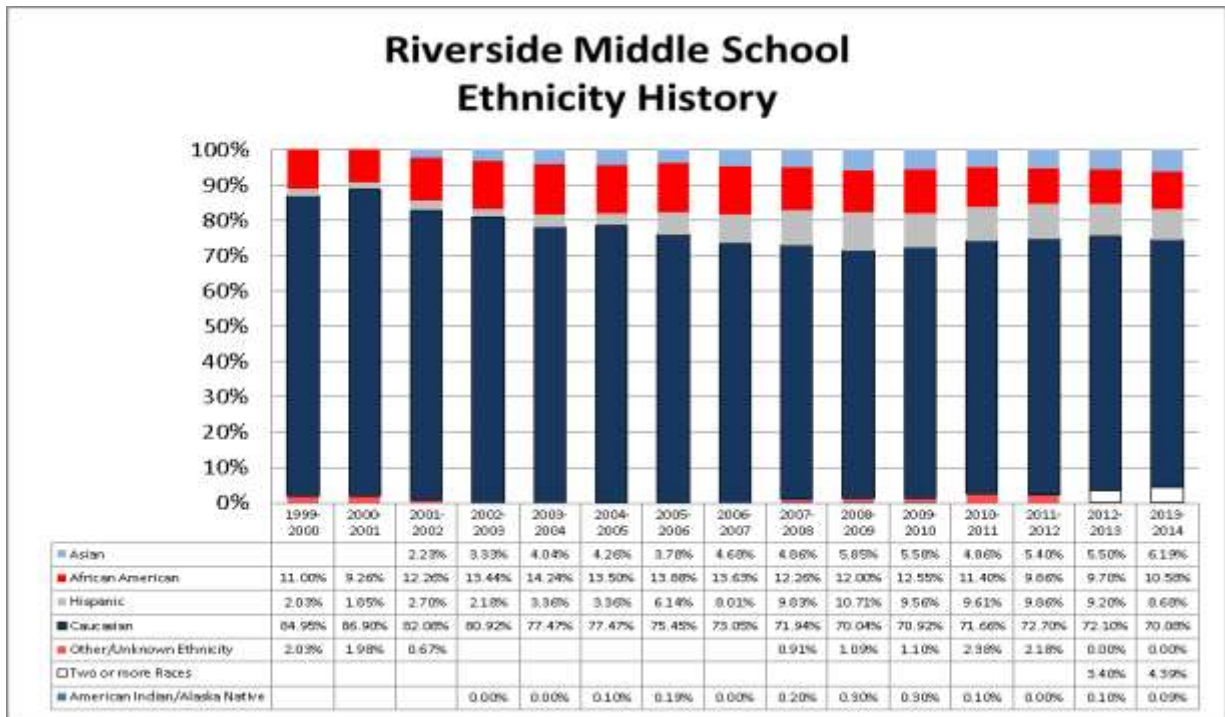


As can be seen in the above chart, the student enrollment has increased steadily since the opening of the school until 2006-2007. The decrease in enrollment in 2006-2007 is attributed to the re-assignment of several students to the new Beck Academy. The current school year of 2013-2014 has 1163 students being served by four administrators, thirty support staff, and sixty-four teachers. The student body is composed of 594 female students and 569 male students.

Riverside Middle School's current enrollment is:

Grade	Enrollment	Percent Enrollment
Grade 6	381	32.8%
Grade 7	394	33.9%
Grade 8	388	33.4%

The current ethnicity of the school is African American-123, Asian-72, Hispanic-101, Two or more ethnicities-51, American Indian or Alaska Native-0, and Caucasin-815. One hundred-seventy-three free lunches and Fifty-five reduced price lunches are provided. Seen in the chart below, the ethnicity percentages have remained relatively consistent over the history of the school.



There are 98 students being served with Individual Educational Plans (IEPs) this year and one being served with a Service Plan. Of these, ten are in a self-contained setting for students with intellectual disabilities, and eighty-eight are in an inclusion setting. Inclusion is offered in English/Language Arts classes and mathematics classes for all three grade levels. Twelve students are served by more than one teacher for multiple disabilities, including speech and ESOL.

There are two hundred and four students with chronic long-term health issues. Some of them include diabetes, seizures, asthma, aspergers syndrome, severe allergies, migraines, ADD/ADHD, heart, kidney, concussions, ulcerative colitis, PKU, anxiety, OCD, eating disorders, liver transplant and various other diseases. Five students come to the health room for daily meds. Thirty seven have emergency meds for asthma or anaphylactic shock kept in our health room. Our estimated average student visits per day is thirty two, and our yearly visits per year is around five thousand.

The 2012-2013 school year student body attendance rate was 96.8%. The out-of-school suspension/expulsion rate for violent and/or criminal offenses was 0.7% of the total school population.

Our School

The school facility was designed to accommodate 1,050 students and consists of the following:

- 137,000 square feet of space
- 50 classrooms
- 9 science labs
- Fine Arts rooms including Art, Band, Strings, and Chorus
- 1 Food and Nutrition Services lab
- 2 technology lab rooms
- 4 fully equipped computer labs
- 1 computer lab/industrial technology expansion room
- 1 gymnasium with seating capacity of 350
- 1 cafetorium seating 364 for dining and 444 for assemblies
- 3 softball/baseball fields
- 2 football/soccer fields
- 2 lighted softball fields
- 1 track
- 4 paved basketball courts
- 4 tennis courts

The administration area houses the principal, secretary, attendance clerk, workroom, and a volunteer/PTSA room. Guidance, the health room, Instructional Coach and the media center occupy other spaces in this area. The three assistant principals are housed on each grade level hall.

The school is very functional and flexible. Every effort has been made to design the school to be attractive and inspiring. This was accomplished with skillful use of windows, open areas, color and arrangement of drives, sidewalks, walkways, and athletic fields. The site provides a beautiful campus with landscaped areas at entrances and in the courtyard.

School Leaders

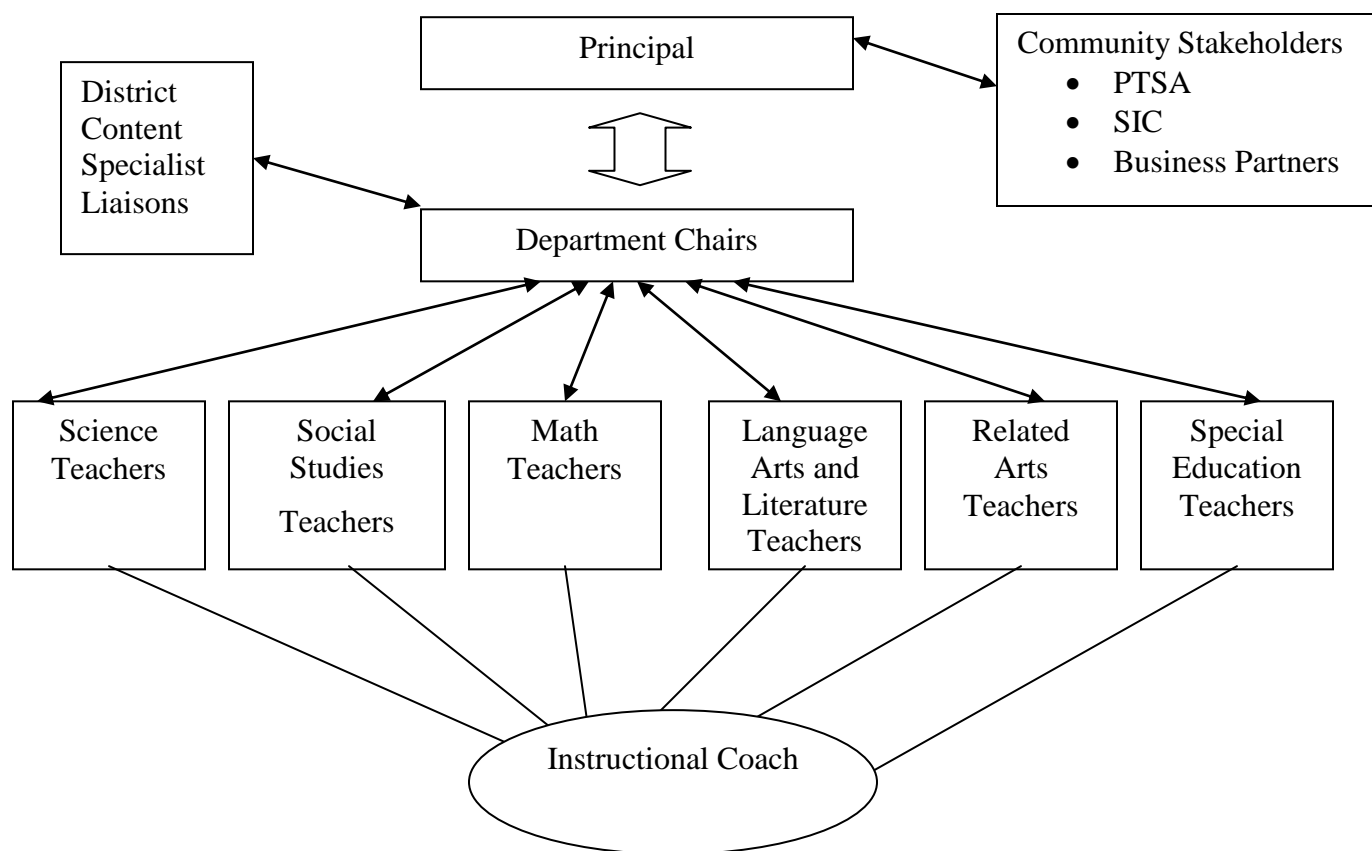
Mr. Eric Williams was selected in the summer of 2011 and is the current principal. He was an assistant principal at the high school level before accepting the principal position at the start of the 2011-2012 school year. The administrative team also includes three assistant principals. Mr. Andrew Batman and Mrs. Cindy Bush, assistant principals, have been at Riverside Middle since the start of the 2013-2014 school year. Mrs. Margaret Stovall,

assistant principal, was a language arts teacher at Riverside Middle since the school opened and assumed an assistant principal position in the fall of 2004.

The daily operations of the school were established in accordance with the School Board Policies and adapted to better meet the needs of our student body. The School Board and our administrative team work in a reciprocal relationship that allows the leadership of the school to make decisions that maximize student achievement.

As a direct result of increased demands for higher student achievement and accountability at the classroom level, the administrative team works collaboratively with the faculty to maintain quality teacher expectations by implementing a collaborative decision-making process, and a systematic approach for information dissemination.

To ensure the faculty continues to be active in upholding the school's vision, the leadership of the school clearly articulates the importance of the goal across grade levels in order to make sure that faculty members understand and apply identified standards to achieve the school's vision. As can be seen in the chart below, a school-wide structure for information dissemination and project completion was developed for both departmental goals and school wide program delivery.



The fourth Wednesday of each month is scheduled for department meetings. During department meetings, teachers in all content areas discuss ways to implement teaching and learning strategies that reflect best practices, changes in curriculum, and events or programs that may lead to greater student achievement. Department chairs disseminate information or materials that are relevant to the department. Vertical teaming discussions help teachers gauge how to implement the state standards, build on the students' prior knowledge and provide differentiated instruction that is appropriately on grade level. Teachers in each department also work with elementary and secondary teachers to improve curriculum alignment to better prepare students that are entering the middle grades or moving on to high school. Departments also meet with elementary and secondary teachers to assist in aligning the middle school curriculum to better prepare students that are entering the middle grades or moving on to the high school. Department minutes are emailed to the administrative team.

Decision-Making Process/Principal's Advisory

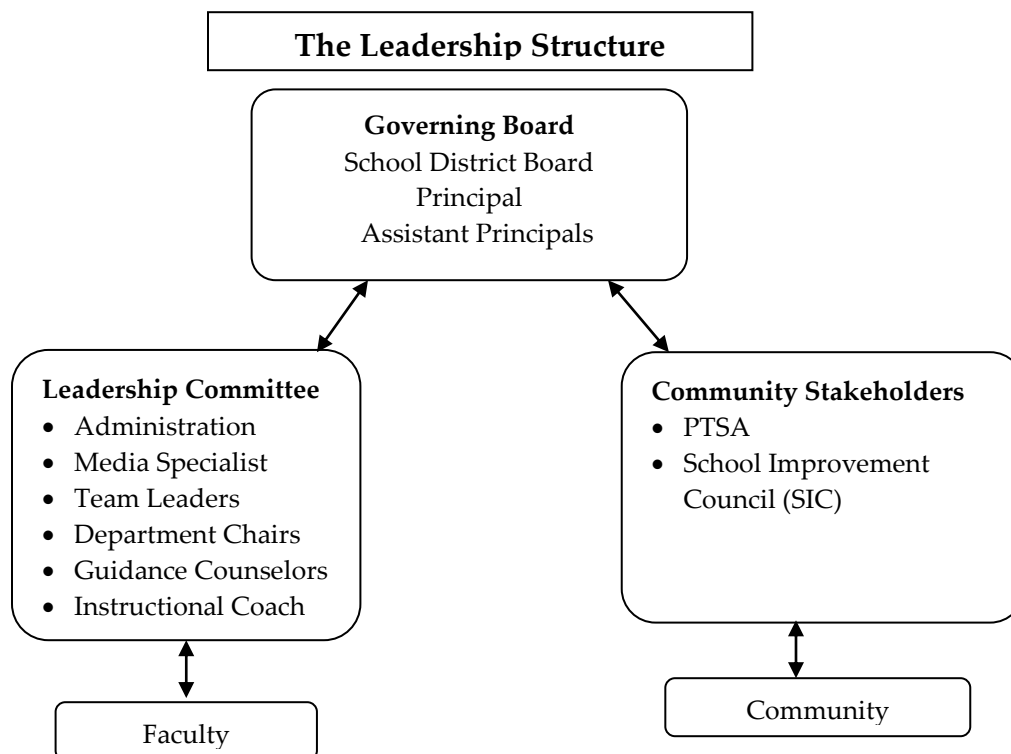
The Principal's Advisory committee consists of the principal, three assistant principals, a guidance counselor, the media specialist, the instructional coach, grade level team leaders, department chairs, and related art representatives who meet on the second Wednesday of each month. Leadership meetings provide small group discussions that initiate the shared decision-making process. During the meetings, members express concerns about school-wide issues, present new ideas to better the school or maximize student achievement, and suggest solutions to problems that impact the entire school. The leadership team is then responsible for taking the discussions to each team or department and acquiring further input from the faculty. Further input from teams and departments is then provided to the administrative team to make sound decisions that maintain the mission and the school vision. This effective method ensures that all faculty and staff are informed and have input and thus held accountable and responsible for the shared information and decision-making process.

School-Wide Information Dissemination

Faculty meetings are held on the first Wednesday of each month and serve to unite the staff through professional development and collegiality and broaden the school-wide awareness of up-coming events and activities. Faculty meetings also provide opportunities to strengthen one area of the school-wide focus: maximizing literacy instruction across the curriculum.

Each Friday is set aside for Administrative Friday meetings during planning periods. These meetings are used, as needed, for a variety of informational or professional development topics as they arise throughout the year.

The administrative team emails the staff on a regular basis. Emails are an efficient way of communicating important information in a fast, effective manner. The staff receives the district "Management Memo" to maintain a level of awareness on the district level. In addition, each week the principal prepares and sends an electronic or video newsletter he has titled the "Friday Focus".



Grade Level Teams

The implementation team works, in addition to disseminating information school-wide, collaboratively towards improved student achievement in all subject areas. Each grade level team meets periodically throughout the week during a common planning period to discuss cross-curricular planning, student work, effective teaching strategies that address varied learning modalities, student issues (social, academic, emotional, behavioral, etc.) that may impede student learning, grade level business, and school topics. Allowing time for teachers to discuss successful strategies as well as their experiences in the classroom helps each team focus on areas that are strong and areas that need improvement. During each team meeting, information that is discussed is recorded and sent in minute form via email to the leadership team. Members of the leadership team will respond with comments or concerns for the team leader to discuss at the next team meeting. Teams meet with the Instructional Coach to create a shared vision for the school and for professional development and training. Team minutes are e-mailed to other teams to keep each team informed of other team decisions.

Community Stakeholders

As an integral part of the decision-making process, our Parent Teacher Student Association Board and School Improvement Council meet monthly to provide input from the community's view point. The PTSA Board consists of 40 members who work diligently to ensure that the needs within the classroom are being met. During the PTSA meetings, the President and other committee leaders ask for input from the teacher and student representatives on how PTSA can assist in the daily and financial functioning of the school. The PTSA coordinates tea sales, school store, volunteers, dances, fundraisers, spirit days, teacher luncheons, and many other areas that allow the school to operate efficiently each day. Teachers, parents, business leaders, students, and a school administrator represent the School Improvement Council. During the SIC meetings, the committee works to improve student and teacher life and morale as well as discuss and brainstorm solutions to problems that arise in the school.

Making Middle Grades Work

Meetings are held on the third Wednesday of each month for the Making Middle Grades Work focus teams. These meetings serve as a set time the focus teams can meet and conduct business. Other meeting times are scheduled as the focus team members require.

Faculty and Staff

With an outstanding faculty (62.9% with advanced degrees), Riverside is able to offer a rigorous academic program for the academically gifted, the average learner, and students labeled "at risk." The 64-member faculty is composed of 85.9% female and 14.1% male teachers with 3.1% total minority. Currently, there are fourteen National Board Certified teachers. The administrative staff consists of one principal and three assistant principals. The support staff consists of three guidance counselors, an ESOL teacher, a media specialist, one instructional coach, one licensed speech therapist, two registered nurses, one resource police officer, a secretary/bookkeeper, one attendance clerk, one guidance clerk, one receptionist, two special education aides, one plant engineer, one food services manager, one library clerk, one in-school suspension aide, seven custodians, and seven food services workers. The entire staff is dedicated to providing quality education for all students in grades six through eight.

The following is a demographic profile of the RMS Staff:

	Minority		White		Female		Male	
Administration/% of Group	0	0%	4	4%	2	2%	2	12%
Certified Staff/% of Group	2	25%	68	76%	60	74%	10	59%
Other Staff/% of Group	6	75%	18	20%	19	23%	5	29%
Totals	8	8%	90	92%	81	83%	17	17%

Each grade level has two common planning periods and meets as needed to plan interdisciplinary studies and activities and to assess student progress.

Teachers participate in professional development programs offered by the district as well as in-house professional development and offerings through colleges, universities, and technical schools in the area. The instructional coach provides support for faculty in the areas of curriculum, technology, and research. The school's technology plan provides direction for future efforts in technology integration. Goals address increasing accessibility, offering more frequent opportunities for education and training, upgrading and replacing existing systems, and expanding the types of technology made available to students and staff members.

In keeping with the school's motto of *"Learning Today, Leading Tomorrow,"* the Riverside Middle faculty and staff strive to work together to educate every student. Along with the three R's, the arts are viewed as equally important components of a well-balanced education. As a part of that commitment, each student participates in two related arts classes each day.

The Special Education Department at Riverside Middle has four models, from least restrictive to more restrictive: Regular Education with Support Services through a consult model; Regular Education with Special Education Services given in an Inclusion setting, Self-contained setting with students being mainstreamed into regular educational setting as appropriate, and Self-contained, with students going out for related arts classes only. Riverside currently has self-contained classes for students with moderate to severe learning disabilities or moderate mental disabilities.

The Riverside Middle faculty commitment to personal excellence is seen in their participation in national, state, and local conferences such as: National Middle School Association, National Science Teachers Association, National Conference of Teachers of English, SCASSA, Leadership Greer project, South Carolina Science Council, International Reading Conference, Clemson Research Forum,

Music Educators' National Conference, South Carolina Art Commission, SCHAAARHER, GCCTM, SCCTM, South Carolina Council for Social Studies, National Council for Social Studies, and ITC.

Other staff members participate in a variety of professional development activities such as custodial college, food service certification programs, technology training courses, and Continuing Growth for Office Professionals. RMS teachers have been awarded Alliance, EIA, SCIRA and PTSA grants, selected for Space Camp scholarship, published research, and have presented at state and national conventions. Several teachers at RMS have won scholarships to participate in the Upstate Writing Project Summer Institute. Two teachers have won fellowships from SCDE, Carnegie, and Greenville County Schools to attend Bread Loaf School of English. Two teachers participated in a two day Master Teacher seminar with the Anne Frank Center in NYC and the Anne Frank House in Amsterdam, Netherlands. One teacher received a scholarship for a six week summer study abroad from the Consulat Francais (French Consulat). One teacher was chosen to participate in the Teaching Asia seminar and has been selected in a study tour of China and Japan. One was also selected by the Goethe Institute to participate in the Transatlantic Outreach program to study and travel in Germany for two weeks. Another was also selected by the Riley Institute at Furman to study government at Furman and then tour Washington DC. Three have been chosen Greenville County Top Ten Teachers of the Year. One RMS teacher was a Christa McAuliffe Fellowship state finalist. Another teacher has been recognized as the State and National Social Studies Teacher of the Year. Others have been recognized as Distinguished Teachers of Reading and Science Teachers of the Year. One Fine Arts teacher has won three SC DOE Arts Curriculum Innovation Grants of the Target 2000 grant series and a grant to attend the Music Technology institute at Petrie School of Music at Converse College and a Greenville Music Club grant. These grants have been used to purchase technology and other equipment to provide in-service opportunities in the Fine Arts. The school nurse was a finalist in the Diabetic nurse of the year awarded by the juvenile diabetic association. Currently, nine RMS teachers are National Board certified. One teacher received a \$5000 Best Buy Grant. The RMS faculty members attend numerous workshops on such topics as: gifted and talented, ADEPT, writing skills, vertical teaming, SAT improvement plan, implementing the Common Core Standards in Math, classroom management and assessment, and incorporating technology in the curriculum. Several teachers have presented at local, state, and national conferences like EdTech, SCIRA, the state middle school conference, South Carolina Social Studies Conference and the National Social Studies Conference, and NECC. RMS teachers have been published in national journals and magazines. Continuous

technology training is provided for teachers to help them incorporate computer literacy and research, while giving them access to the Internet via classroom computers. One teacher was selected to participate in writing the state social studies standards. Several teachers have been selected to write curriculum for the district. One teacher has won the Yale Distinguished Music Educator Award. The RMS Band and Strings performing groups received Disney Music Festival Superior ratings and the Chorus earned an Excellent rating. A record number of orchestra students qualified for SCMEA All State Orchestra and Upstate West Region Orchestra.

At the beginning of each school year, the library staff provides instruction to all students concerning the availability and use of resources in the library. Throughout the year, special events are scheduled by the library staff to promote and encourage reading for pleasure, as well as learning. Programs include South Carolina Junior Book Award activities, Scholastic Book Fairs, Summer Reading, the Greenville Drive All-Stars reading program and the end of the year book exchange. Collaborative planning and teaching with the faculty through subject areas allows students to receive integrated instruction in technology and information literacy skills. Students learn to access information from a variety of resources including books, DISCUS databases and Internet sources to support and enrich class assignments. Early in the school year, the librarian provides hands-on-training to all sixth graders on the use of student home directories, the school district's Acceptable Use Policy and student email accounts. Students are allowed to visit the library on an as needed basis throughout the day. The library is open thirty minutes before and after school and by appointment. Students may browse, check out books, read and complete research using the library resources during these times. They may also utilize library technology to produce assignments. The library also serves as the venue for special activities such as Model UN, SAT workshops for students, Book Fair, SIC and PTA board meetings, and faculty and other committee meetings. The library provides opportunities for students in Service Learning classes and Beta Club to work as student assistants to perform such tasks as shelving books, organizing shelves and preparing books for processing.

Counseling and Other Student Support Services

Riverside Middle School provides a variety of academic strategies for students not reaching their full academic potential. Teachers, administrators, guidance counselors, and parents determine the type of assistance to be given. Those academic strategies include:

- Parent Conferences
- 6th grade teacher/student contracts with students in academic trouble
- Computer-assisted instruction
- PTSA volunteer tutoring
- Peer tutoring
- Compass Learning
- Teacher directed small group instruction
- Riverside High School student tutoring
- Individual assistance offered by teachers during and after hours
- A variety of web-based school support sites

School-to-Work activities are infused throughout the curriculum at Riverside Middle School. Career awareness is enhanced through the following existing program:

- Shadowing program
- Guest speakers from various career fields
- Eighth grade day at the local technical college (Greenville Technical College)
- Kuder Interest Profile
- Career profiles
- Specialized field trips planned by teams and individual teachers
- Career opportunities discussed during Advisory
- HEAP program on CD distributed to each student
- 8th grade students and parents meet to work on the student Individualized Growth Program.

The Student Council, Beta Club, and other clubs provide opportunities and experiences for leadership skills. Writers' Block meets weekly to promote the student as a writer. Local businesses provide classroom speakers who share work related experiences and their relationships to the study of language arts, mathematics, science, social studies, and the arts.

Riverside Middle School has implemented the following parental involvement strategies in an effort to improve parental involvement:

- Riverside Middle School Agenda/Student Handbook delineate parent and student expectations
- Individual teacher syllabi and introductory letters provide individual class expectations for both parents and students
- All teachers provide classroom websites for parents and students including a Weekly Planner posted weekly
- PTSA Open House once a year and PTSA programs five times a year

- Sixth grade orientation which encourages parental involvement
- PTSA volunteer response forms invite parental involvement
- Eighth Grade Career Inventory Interpretation allows parents to be involved in their student's career path
- Quarterly PTSA newsletter encourages parent involvement
- Articles in the local newspapers, the Greenville News-City People East, Greer Citizen, and Greenville News communicate need for parental involvement
- PTSA e-newsletter
- All teachers have an email address so parents can communicate via the Internet
- All teachers have phones equipped with voice-mail in their rooms so parents may communicate
- Parent volunteers
- Parent conferences
- Specific strategies will be added, deleted, or altered as indicated by evaluation
- School Website
- Many teachers send regular progress reports via email.

Mission, Vision, and Beliefs

Now in the fourteenth year of school operations, the conceptualization of the school beliefs began long before Riverside Middle School opened in August of 1999. In the spring prior to the opening of our school, former Principal Ann Miller made visits to feeder schools within the Riverside Middle School community. She provided parents and students with the opportunity to share their goals and expectations for the new school. Results of surveys showed a consistent response from parents: they wanted Riverside Middle School to “challenge” their children, and to “continually praise” their children.

Following the school visits and surveys, Mrs. Miller arranged early meetings with parents, students, members of the business community, and the newly established Riverside Middle School faculty and staff. The PTSA and SIC formed shortly thereafter. The PTSA was fully chartered and had a 28-member board in place before the opening of the school.

Through these early meeting members from the various groups had input in creating the first draft of Riverside Middle School's Beliefs and Mission Statement. This draft was presented to the PTSA, faculty and staff for revision once the school opened. The final School Beliefs and Mission Statements were approved by the school staff at a faculty meeting in the fall of 1999.

This is the mission that was approved:

Riverside Middle School, in cooperation with the home and community, will provide opportunities which prepare students intellectually, socially, emotionally, and physically to become productive and responsible members of society.

This mission was revisited in the fall of 2000 by the school staff, PTSA and SIC during the process of preparing for the school's initial SACS report accreditation process. Starting in 2002, Greenville County Schools implemented a school portfolio self-study process this self-study re-visits the mission, vision, and beliefs annually as part of the process. At those times, it was and continues to be the consensus of the learning community that this mission statement still best represents the Riverside Middle School Community.

School Beliefs

As stated earlier, in the fall of 2002, the Riverside Middle School staff undertook the task of creating the School Portfolio. The School Portfolio procedures led us to examine the school mission in a series of procedures slightly different than the ones we had previously used. We organized a team of staff members to attend a week-long training workshop during the summer of 2002. This workshop was on school portfolios based on materials and guidance from Dr. Victoria L. Bernhardt. During the first workdays of the following school year, the team led the entire staff in the beginning process calls the Continuous Improvement Continuums. This activity encourages all of the school community to determine where we are on a continuum of various processes of the school. The results of these data are found in the Continuous Improvement and Evaluation section of this portfolio.

The next step in reviewing the mission was the development of a Shared Vision. The community first started by listing individual values and beliefs concerning the school community. The staff then came together as a complete faculty and formulated a set of core values and beliefs.

Beliefs

- The student is the center of the educational process.
- Students learn best in a safe environment.
- Educational experiences should reflect and address real life expectations.
- The middle school must provide opportunity for the developments of citizenship and interpersonal skills.

- Every student has the right of equal access to educational opportunities.
- Family, volunteer services and community involvement are critical to the learning process.
- Every student has the responsibility to be an active learner to achieve his or her academic potential.
- Respect for diversity is a strength that builds bridges between people.
- The middle school must respond to the character of the adolescent.
- Curriculum and instruction should meet students' needs and provide opportunities for all students to achieve.
- Technology is an integral part of the school's curriculum.
- The middle school is an integral part of the total educational experience for every student.
- The middle school must provide all students with opportunities to achieve their potential in the related arts.

School Purpose

After the list of beliefs were agreed upon, the portfolio leadership team used those values and beliefs to articulate a purpose. That purpose was brought to the staff for clarifications, modification, and finally, consensus. The resulting statement is:

The purpose of our school is to provide diverse opportunities for students to experience success academically, socially, emotionally, and physically, and to encourage them to take responsibility to become active learners. Ultimately our goal is for students to experience success in future educational endeavors and to be productive members of society.

School Mission

Using this purpose, the mission statement was revisited and felt the mission still exemplifies Riverside Middle School and should remain as stated.

School Vision

The vision of Riverside Middle School is the essence of the purpose and mission. It is where the school wants to be at some time in the future. It strives to *prepare students to become productive members of society*. The RMS vision is simply "Excellence". Set at the highest level possible, this vision is one that may never be reached. That is accepted at RMS. However, it is one that RMS will always seek to reach. A phrase that is used in many of the school publications best sums this up, *Excellence is a Vision, Not a Destination*. Excellence will never be a

stagnant point at the top of the mountain that, once reached, has no place to go but down. Excellence is a lifestyle that always seeks to improve and become better. When that is instilled in a student it will be with that student forever thus making that student a productive member of society.

Data Analysis and Needs Assessment

The focus of school improvement is on creating a comprehensive learning organization that understands, cares about, and works for students. In a comprehensive learning organization focused on students, leadership works to *prevent* student failure as opposed to reactively implementing the latest innovations. A focus on students causes leadership to move teachers from roles as providers of information to researchers who understand and can predict the impact of their actions on students and student achievement; and students from recipients of knowledge delivery to goal-setting, self-assessors who produce independent, quality products. In schools where students and student learning are clearly the focus, expected student outcomes are known; teachers collaborate and are skilled in action research, in knowing, predicting, and acting on the impact of their actions to increase student achievement.

Until teachers are able to predict the impact of their actions on students, change their actions based on these predictions, corroborate the effect of their actions with students, and work with peers to build a comprehensive learning organization, any increases in student achievement and changes in the classroom will be temporary.

To institute changes that are long lasting and effective, historical and current data are disaggregated and analyzed to isolate and better understand areas of need. When those needs have been discovered, an improvement plan is formulated based on experience, current research, ability, and inspiration. The following data analysis is a condensed graphic depiction of the self-study process.

Measures of Academic Progress (MAP)

Since 2005-2006, an additional resource for assessment in Greenville County has been used, the Measures of Academic Progress (MAP) test. Currently, this computerized system of testing is administered twice a year in reading and mathematics. Generally, MAP correlates with national and state curriculum and standards, and is nationally norm-referenced. The difficulty of each test adjusts to each individual student's performance, meaning if a student answers a question correctly, the next question will be more difficult and vice-versa. After a

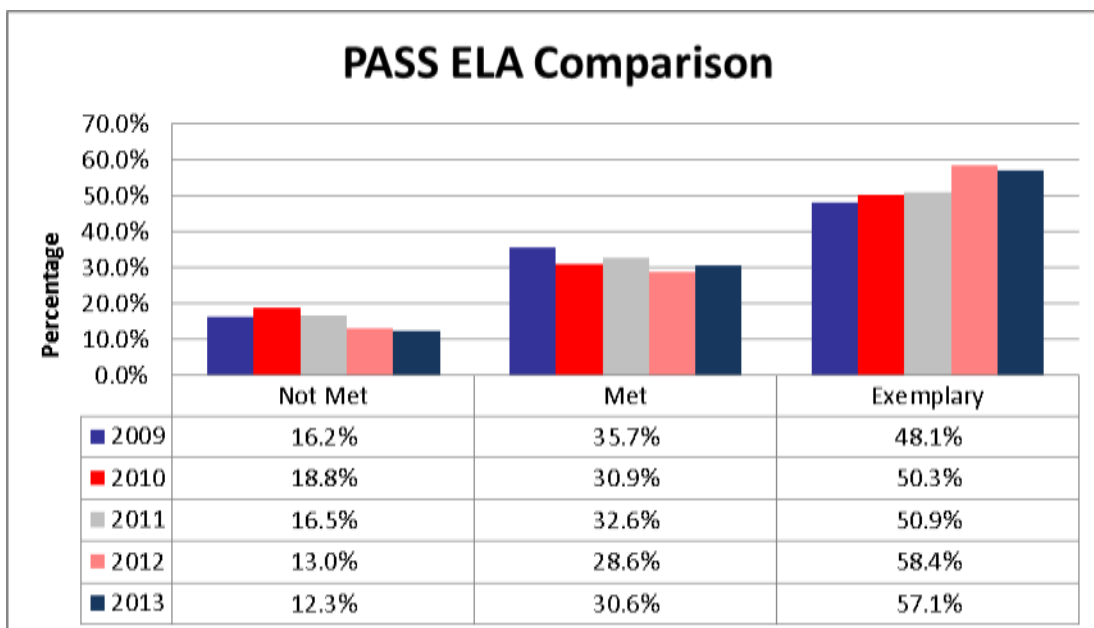
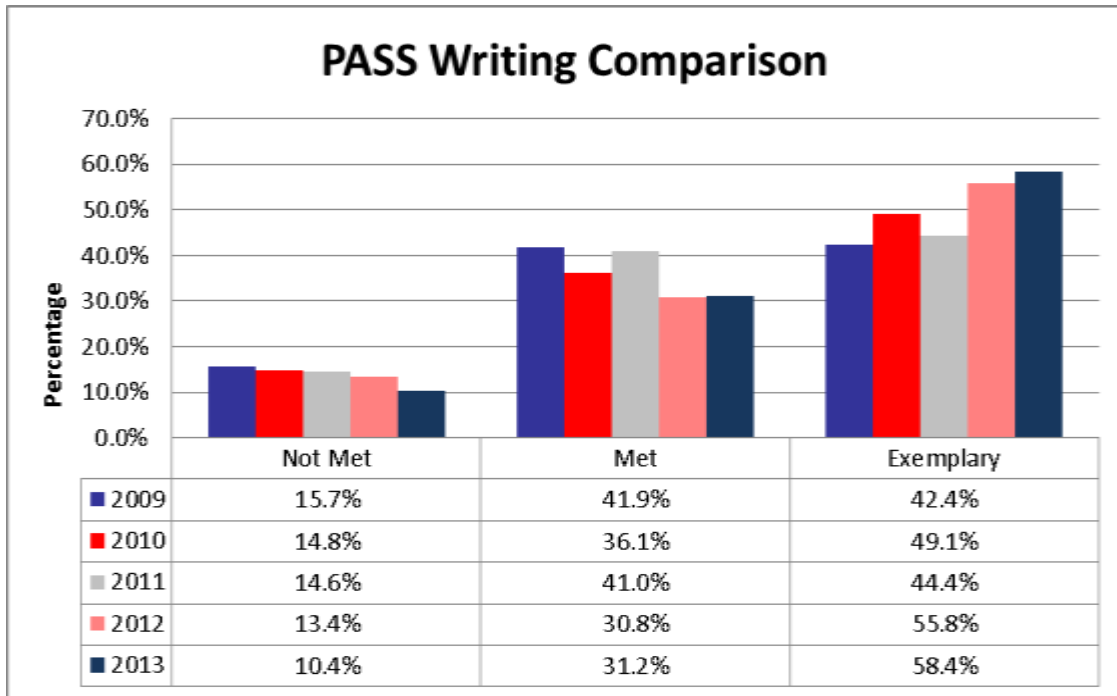
student completes a test, the program reports the student's equal-interval RIT score. Unlike the PASS and other standardized tests, MAP reports provide a snapshot of student achievement at intervals throughout the school year. MAP results are regularly being used at Riverside Middle as one of several data sources for curriculum decisions, student placement, and parent conferences, but not for school level accountability. As MAP testing continues, the results will increasingly be used to help assess students' academic achievement and in instructional planning.

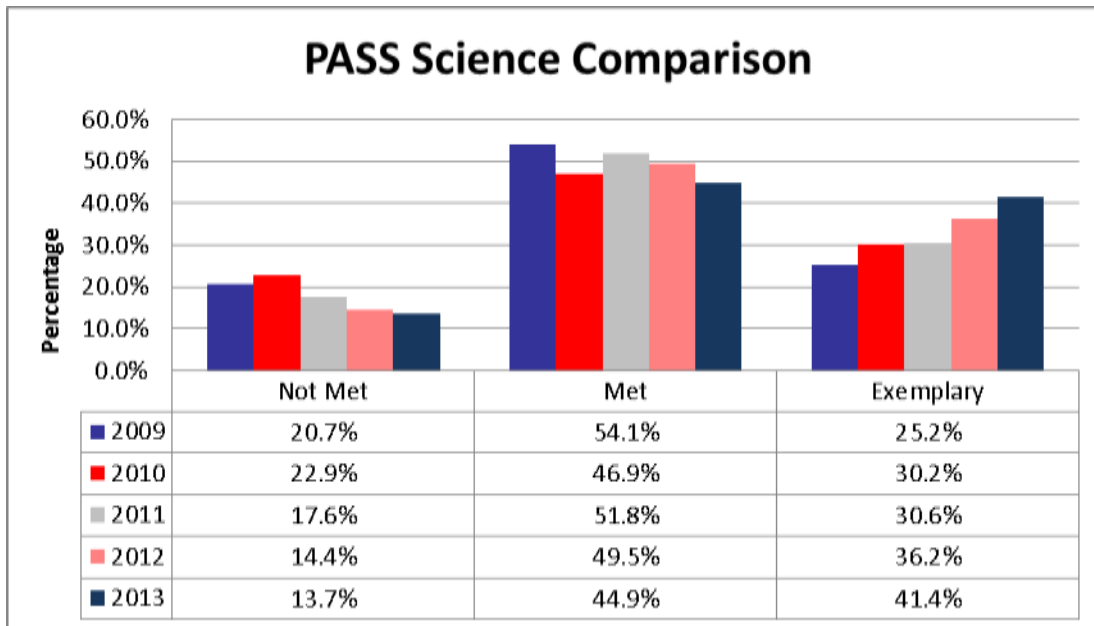
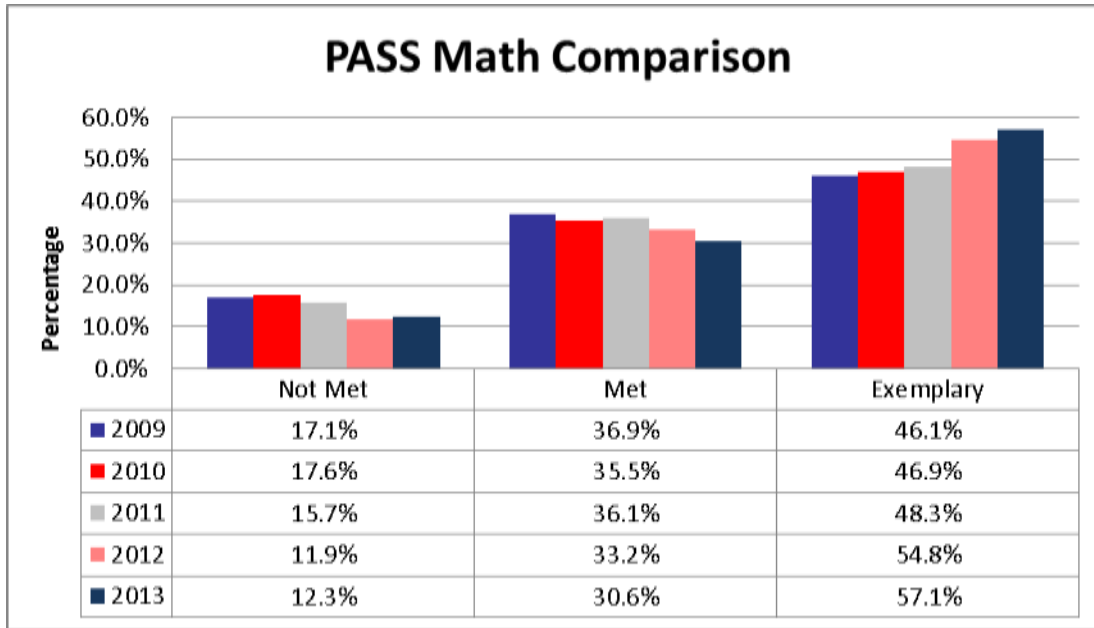
PASS Data Analysis

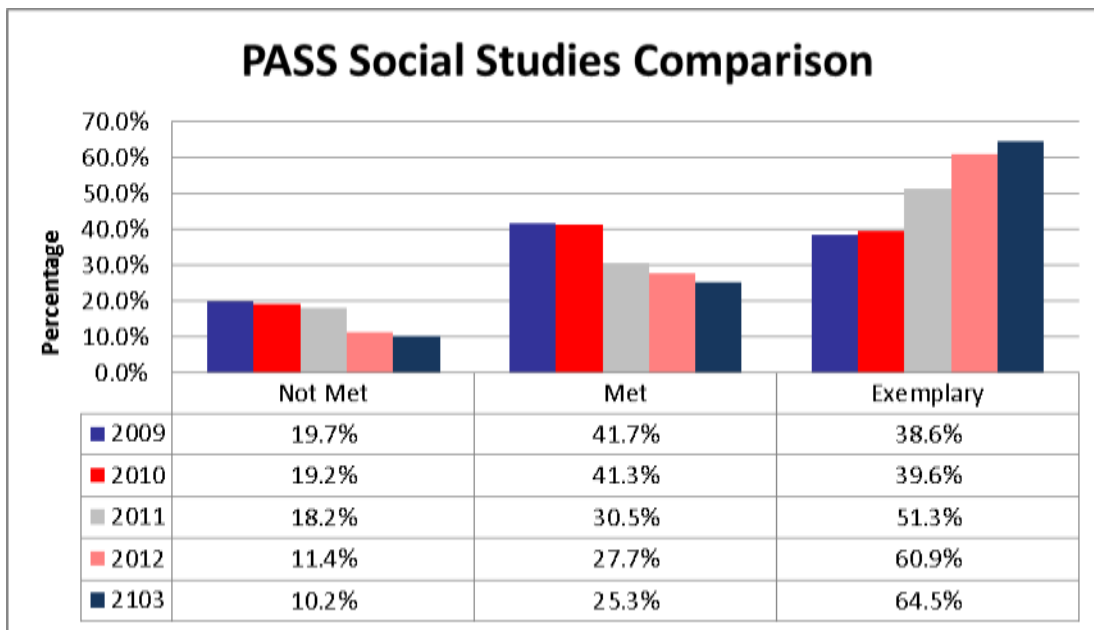
With the change of philosophy of the South Carolina State Department of Education concerning testing that occurred in 1998, certain standardized tests have been phased out for students in Greenville County. The South Carolina Palmetto Achievement Challenge Test (PACT) was implemented in 1998 as the standard student achievement test for all South Carolina students in grades 3 through 8. With the opening of Riverside Middle School in the fall of 1999, PACT results became the main data analysis tool pertaining to standardized tests. Historical records give a picture based partially on those PACT scores. PACT results are reported by a numerical point value that is translated into a scale consisting of Below Basic, Basic, Proficient, and Advanced. However, in 2008 the State of South Carolina changed the testing policies and PACT was given for the last time in the spring of 2008. A new state test, Palmetto Assessment of State Standards (PASS), started in the spring of 2009.

Following is a fundamental progression of data analysis that takes place each year during program review and portfolio updating. An initial comparison of RMS scores to district and state scores for the current year was completed. The following graphs show examples of those results from the PASS scores from school year 2012-2013. At the printing of this document, 2013-2014 PASS testing has begun but no data is available.

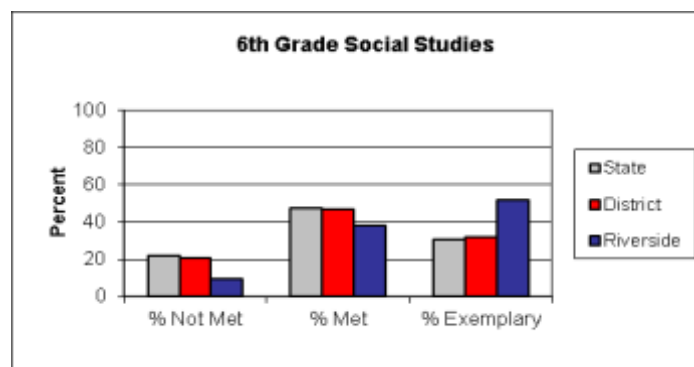
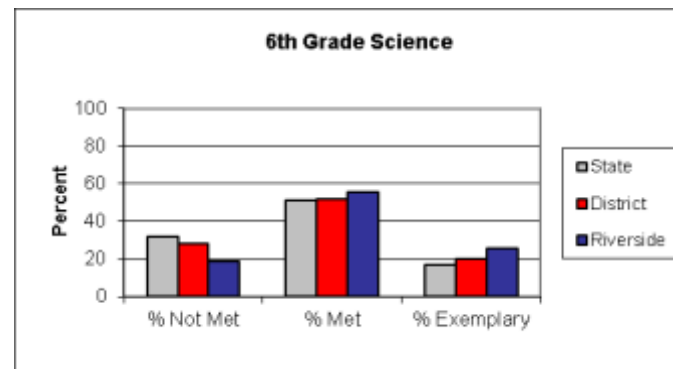
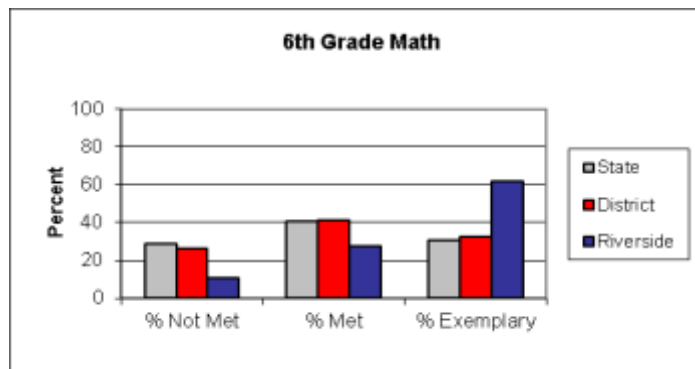
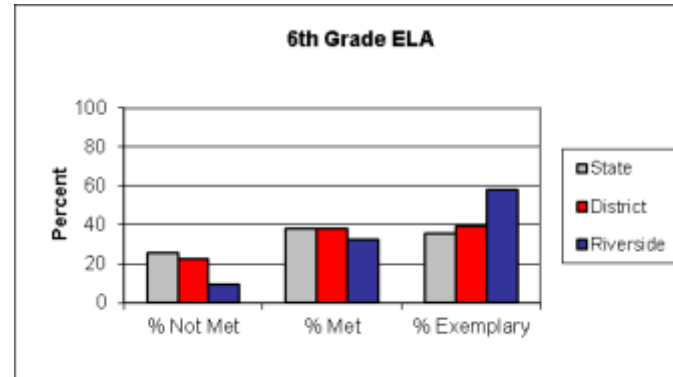
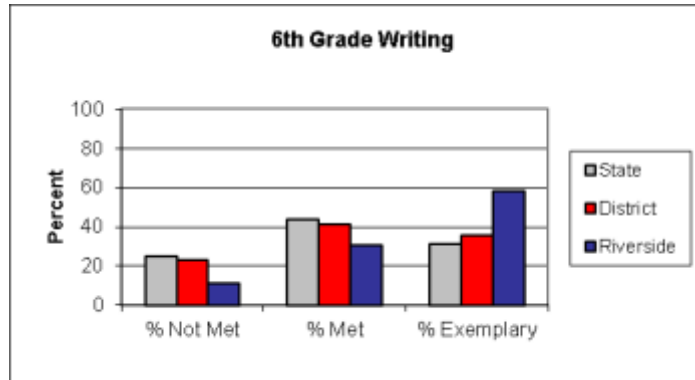
PASS Over Time Comparison



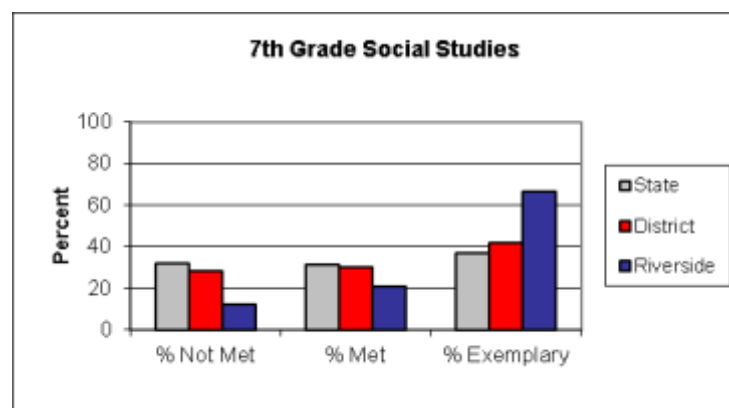
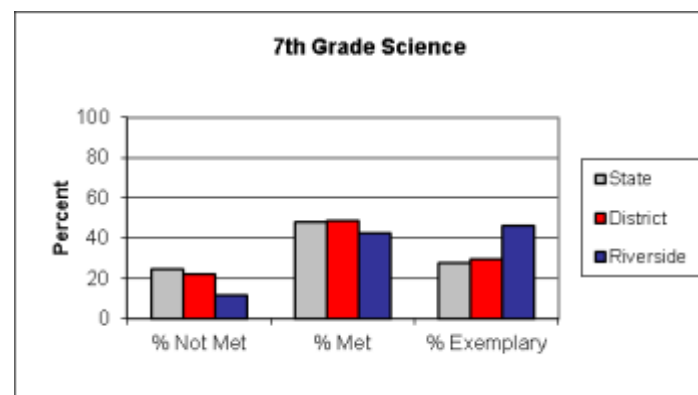
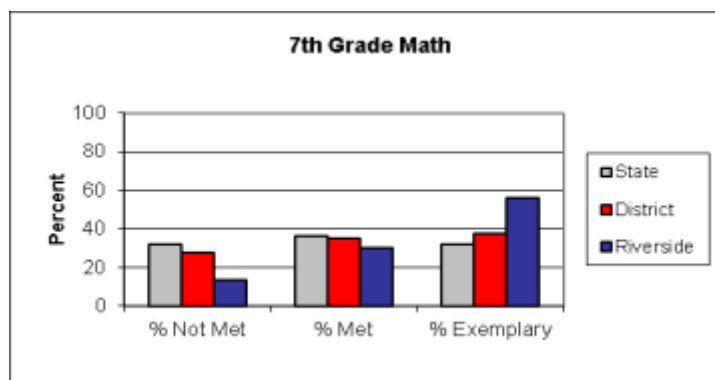
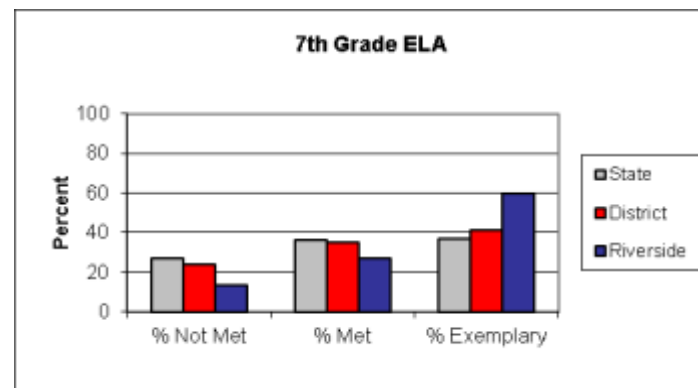
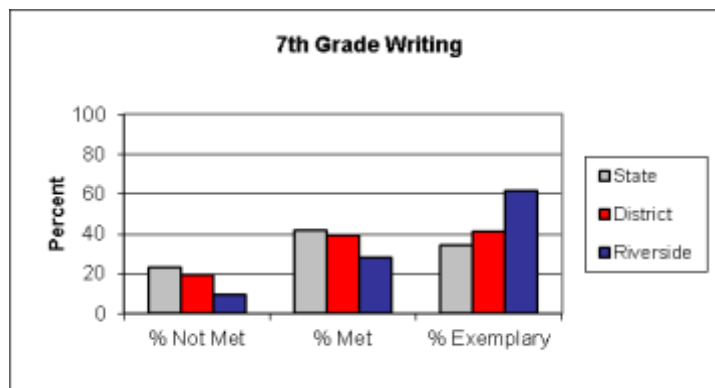




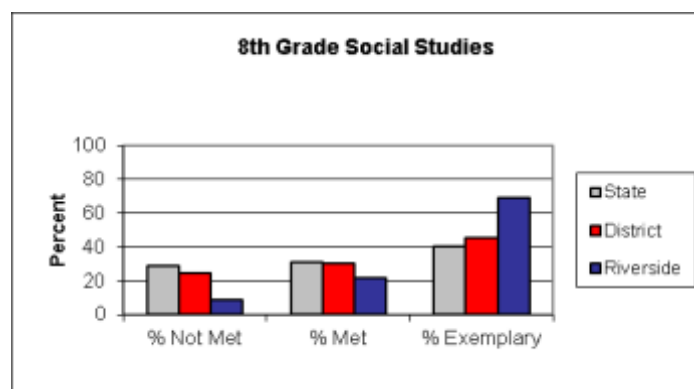
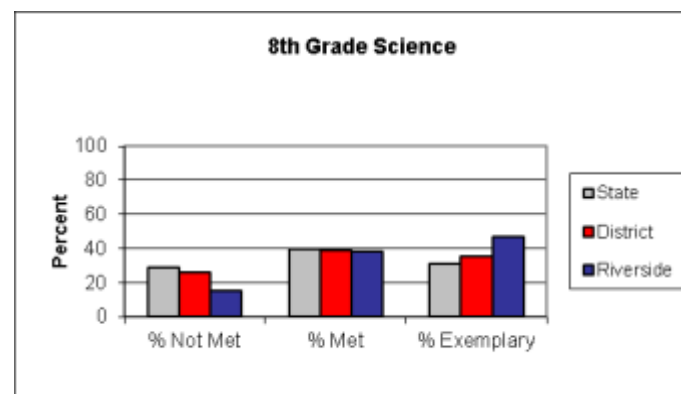
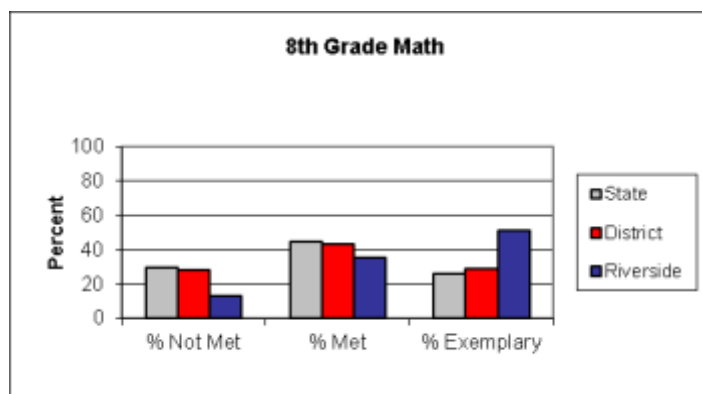
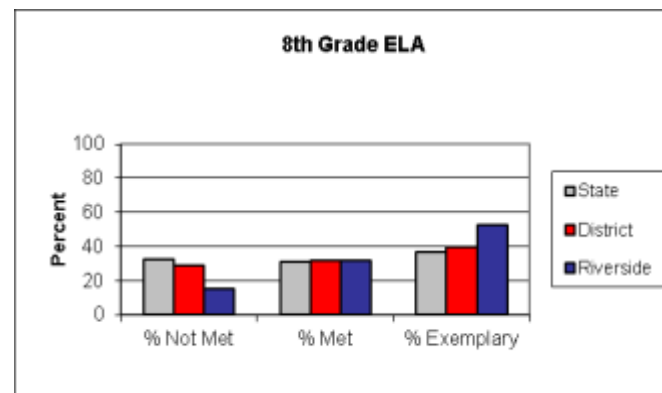
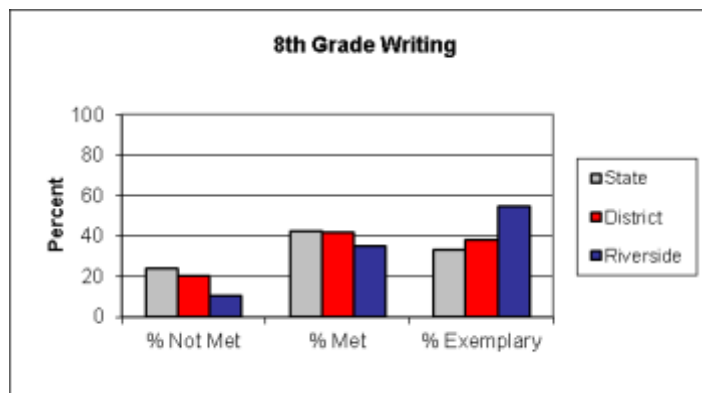
PASS by Grade



2013 PASS Sixth Grade Results



2013 PASS Seventh Grade Results



2013 PASS Eighth Grade Results

As can be seen from the graphs, RMS percentages for all tests show a shift to the right toward the Exemplary category in all subjects and at all grade levels. RMS shows a much lower Not Met percentage and much higher Exemplary percentage than either district or state results.

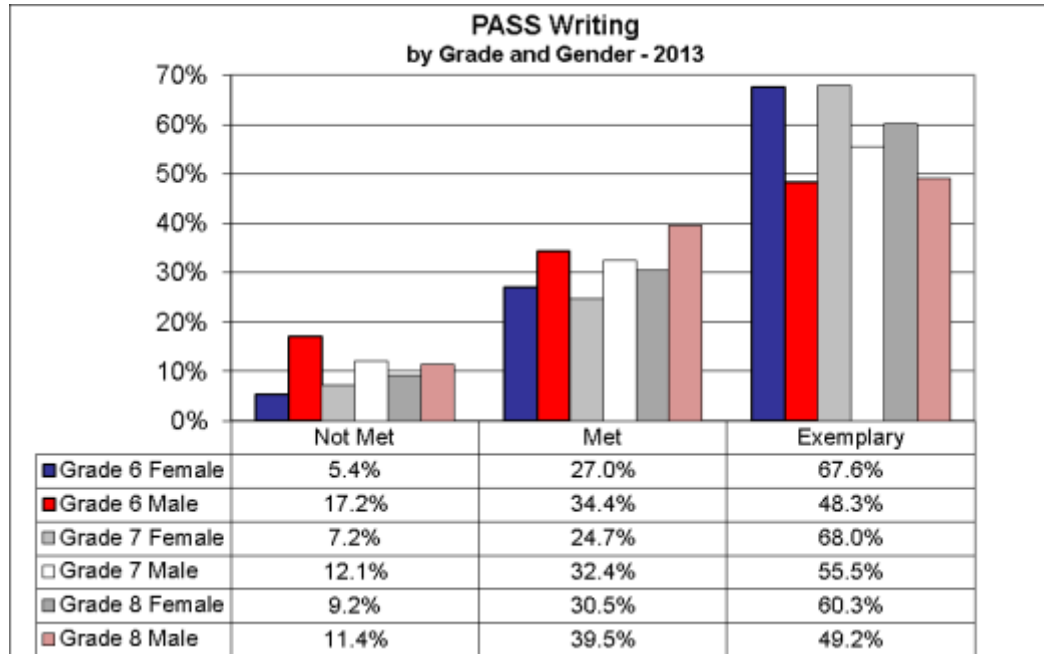
After the general analysis a disaggregation of school data was performed based on gender. As can be seen, current outcomes mirror the historical patterns. General conclusions typically see females scoring at a higher level in English/Language Arts and males scoring higher in Math, and so far, Science and Social Studies, at least, looking at the Advanced level. Taking the scores from the current year and disaggregating them based on grade and gender shows slight anomalies but generally percentages follow district and state patterns with trends for RMS toward the Advanced level.

As seen from this general analysis, a portion of the RMS population is not performing at a level consistent with the vision of the school. Further, the AYP for the current year shows that RMS met only 31 of the 33 objectives. The objectives not met, according to the South Carolina State School Report Card, were disabled for E/LA in performance and Disabled in Math for performance. Armed with this report, and after the general historical comparison, RMS disaggregated ethnicity, ethnicity and gender, and lunch status. The results of those studies can be seen in the following graphs and charts.

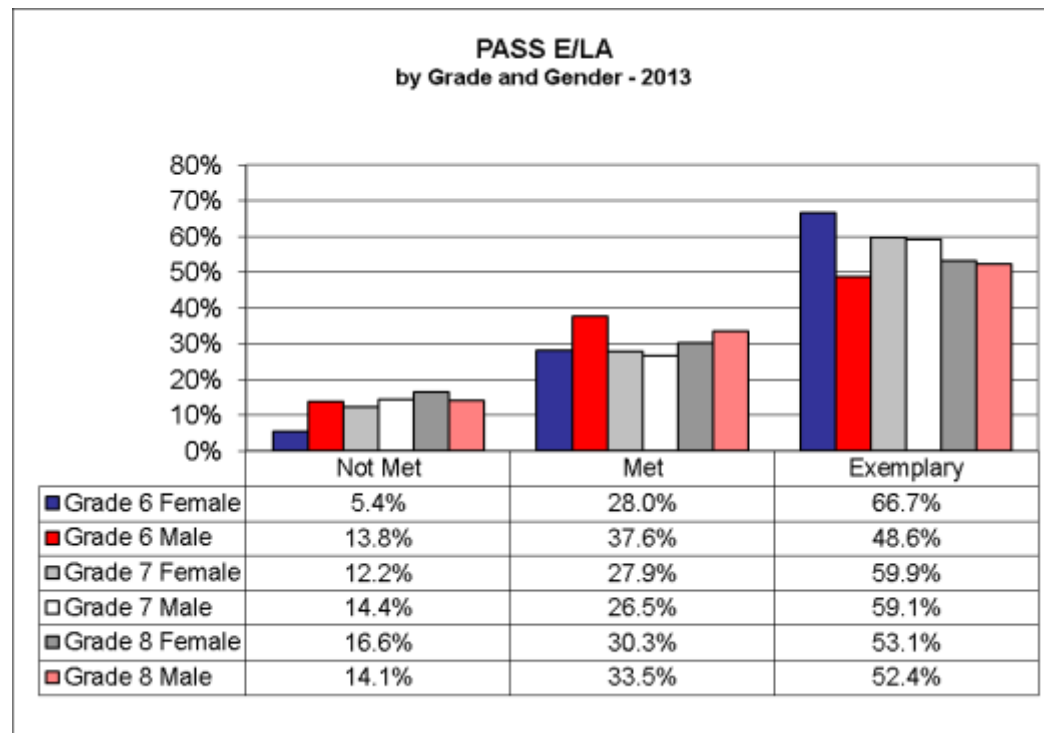
The following charts show the disaggregation of the current PASS data for all students enrolled during the 2011-2012 school year.

Special Note: **Certain subgroup data was not included in the analyses due to changes in data reporting as part of South Carolina's ESEA Federal Accountability waiver. In 2011, baseline data was reported based upon performance level. In 2012, the most recent test administration data was reported based upon mean scale score. Therefore, schools are unable to make subgroup comparisons from 2011 to 2012. In 2013, schools will receive mean scale scores and will then be able to make subgroup comparisons from 2012 to 2013.**

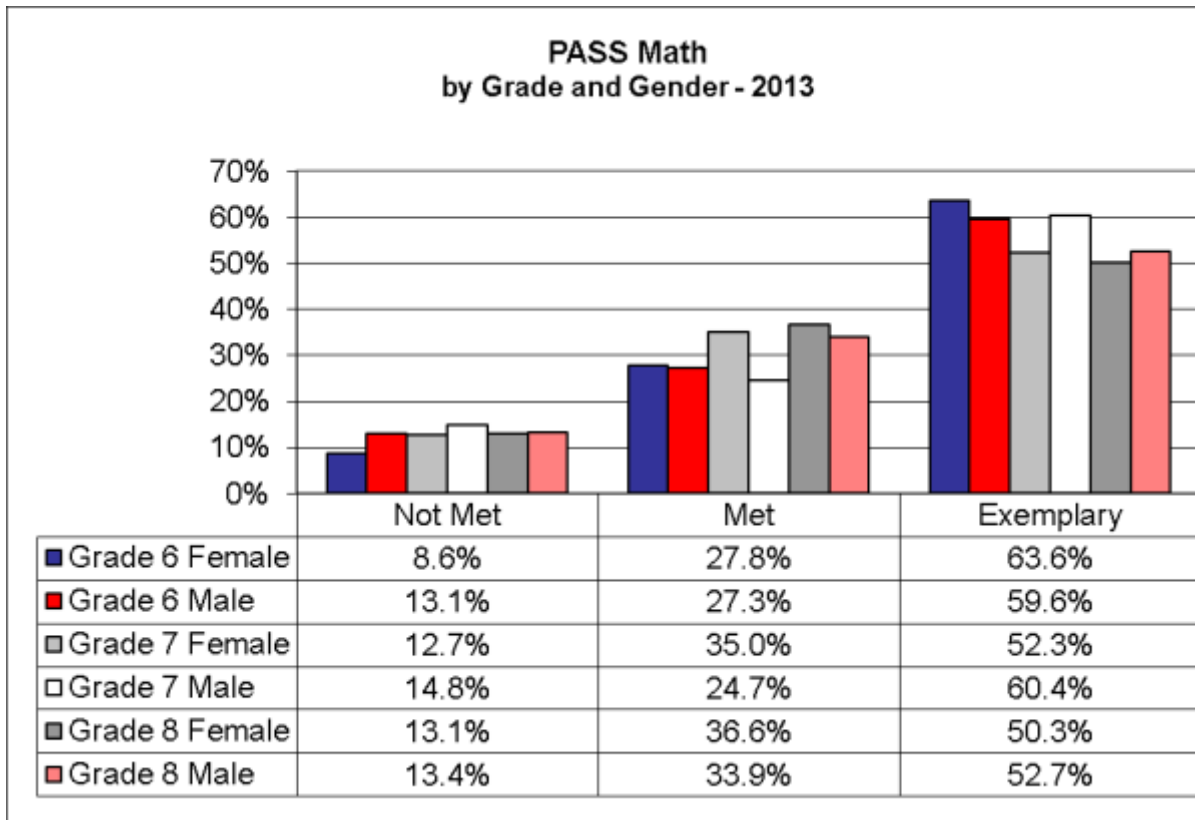
Pass by Grade and Gender



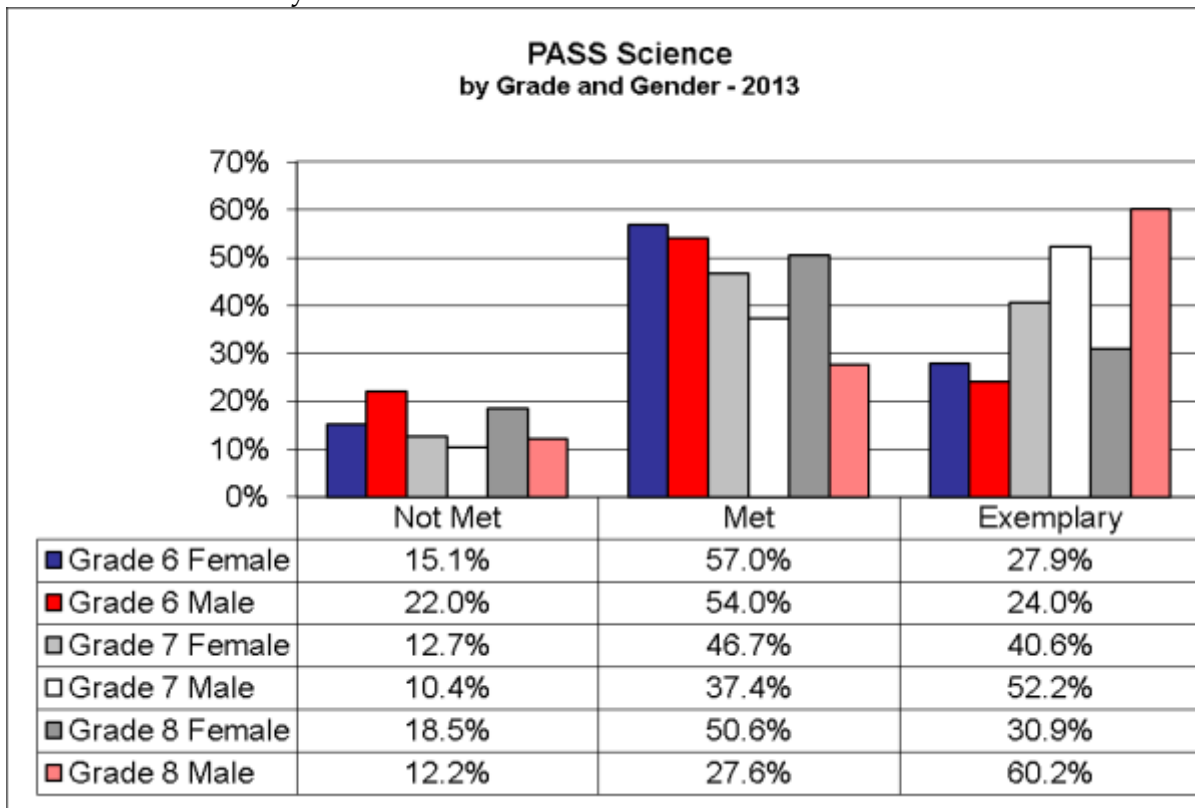
PASS E/LA Scores by Grade and Gender



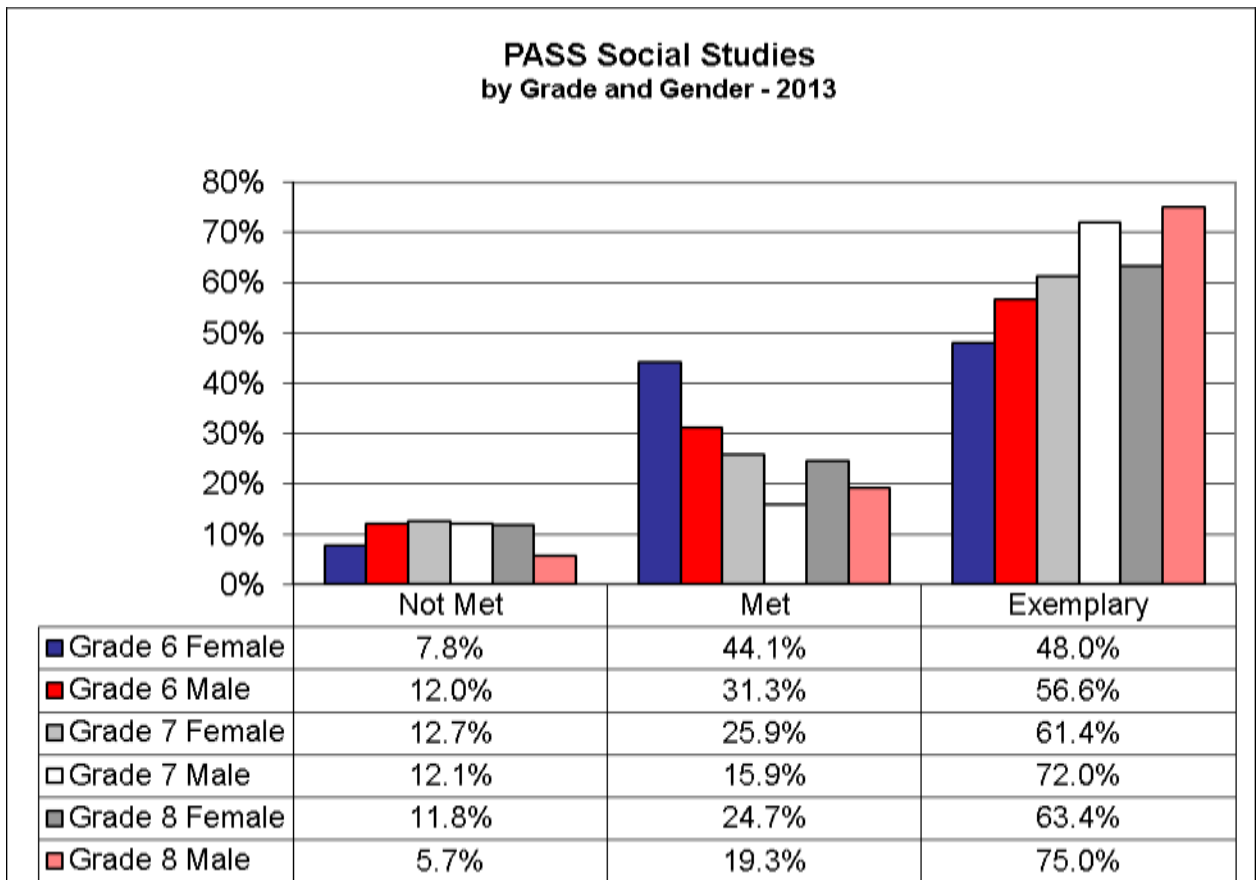
PASS E/LA Scores by Grade and Gender



PASS Math Scores by Grade and Gender

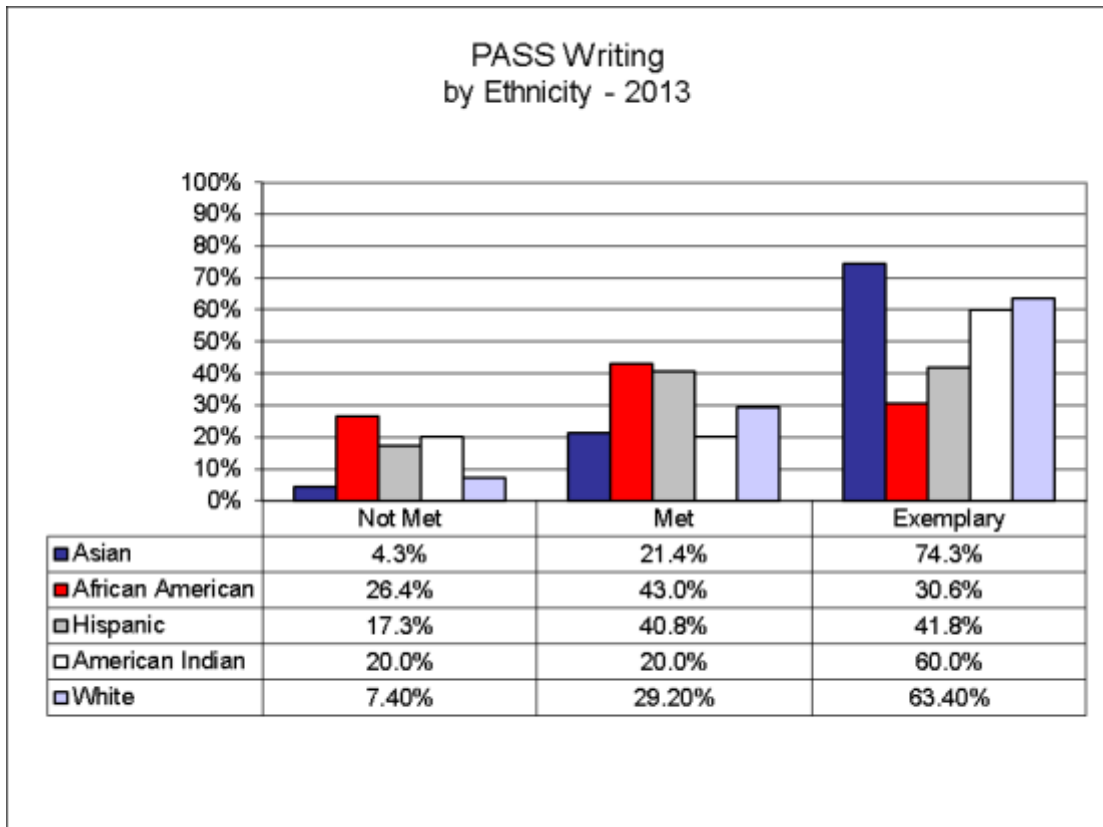


PASS Science Scores by Grade and Gender

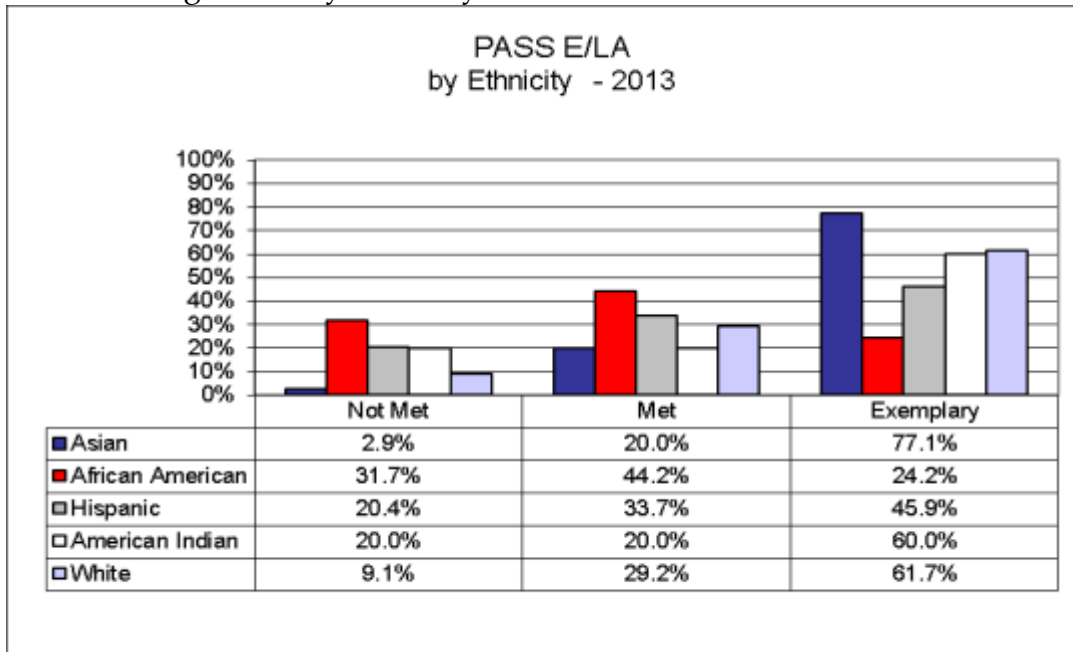


PASS Social Studies Scores by Grade and Gender

PASS by Ethnicity

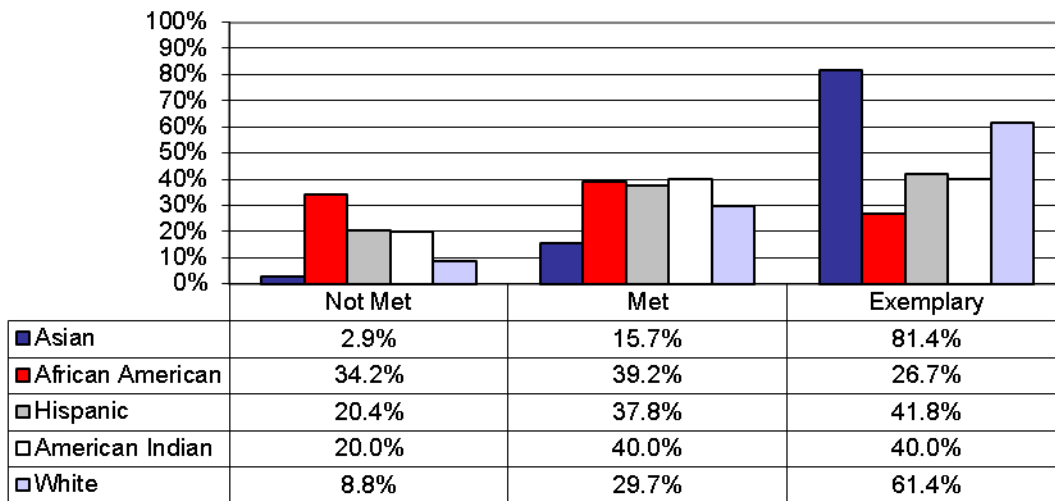


PASS Writing Scores by Ethnicity



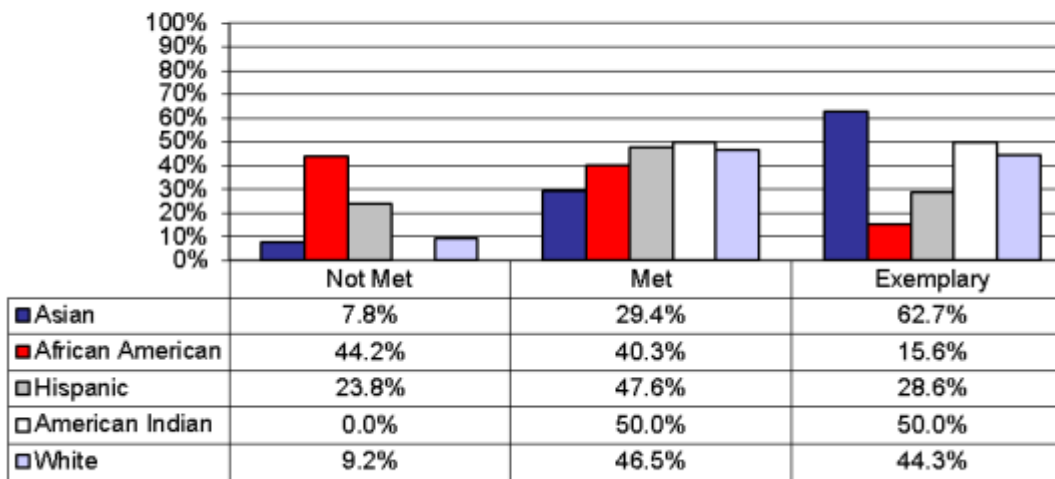
PASS E/LA Scores by Ethnicity

PASS Math
by Ethnicity - 2013

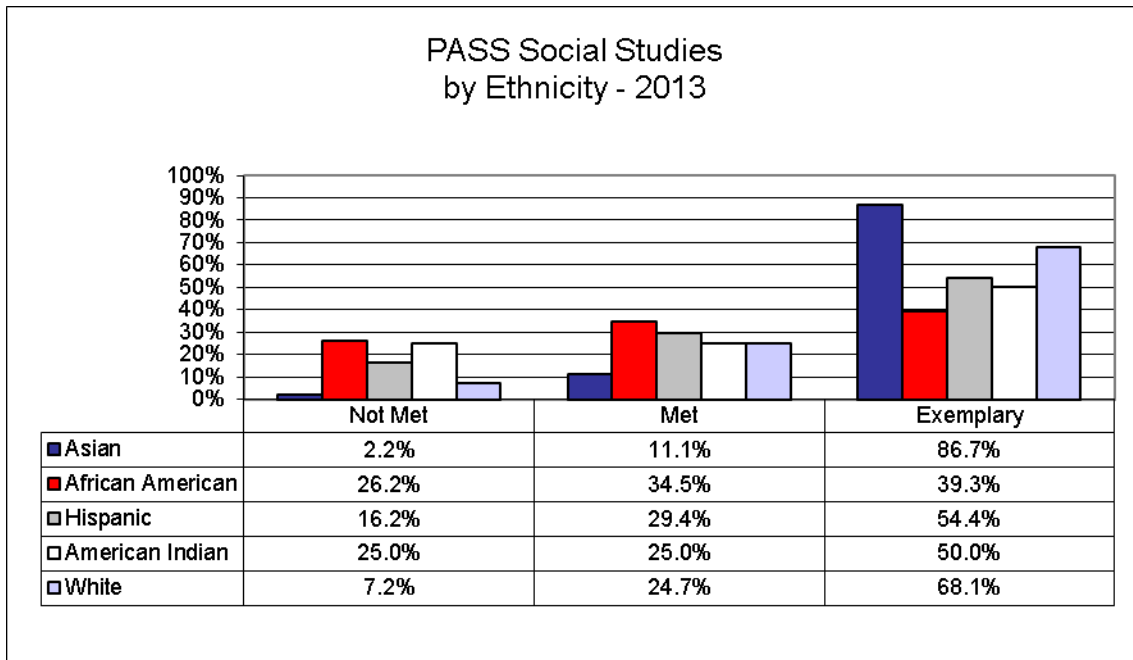


PASS Math Scores by Ethnicity

PASS Science
by Ethnicity - 2013

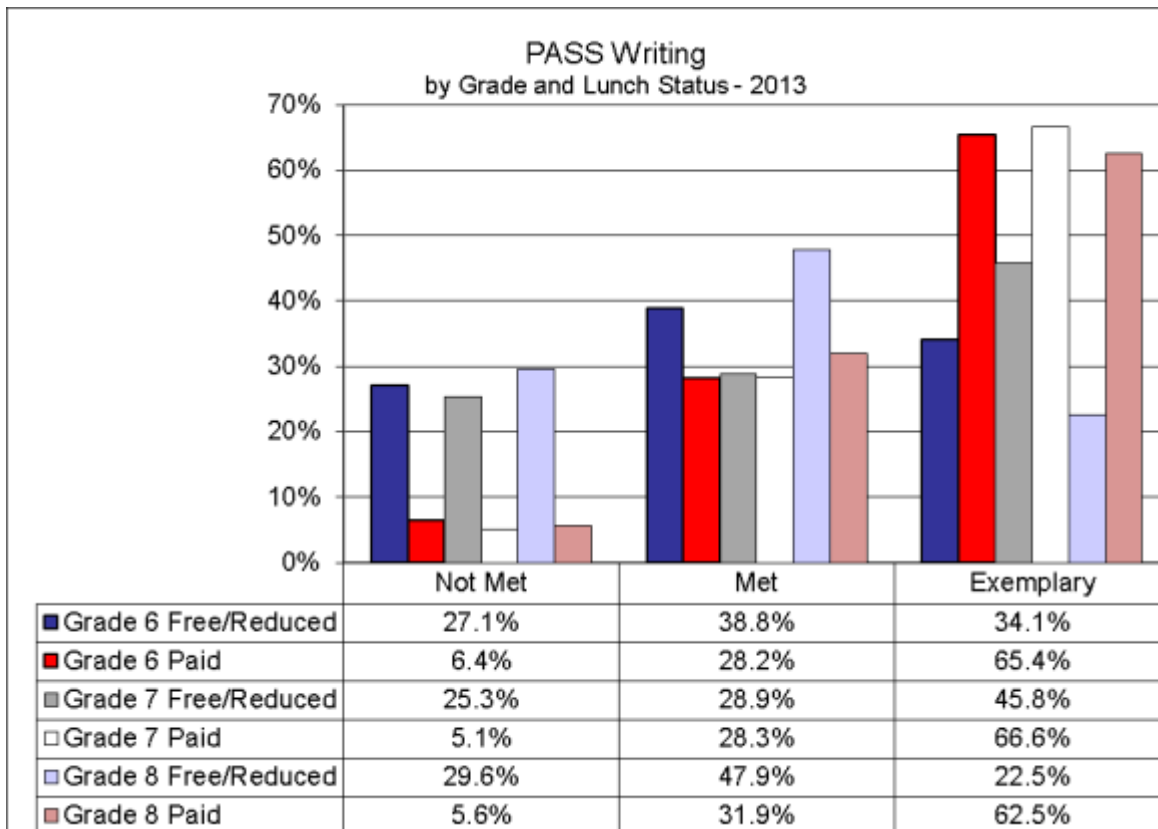


PASS Science Scores by Ethnicity

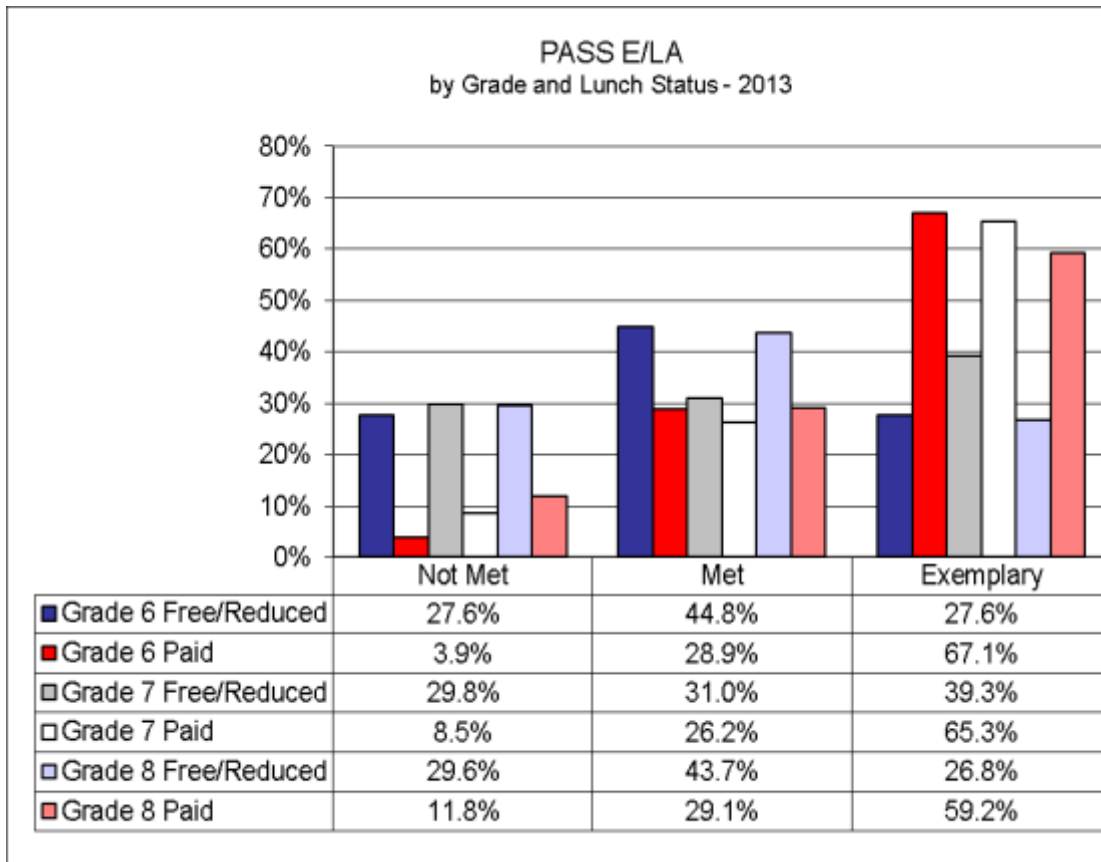


PASS Social Studies Scores by Ethnicity

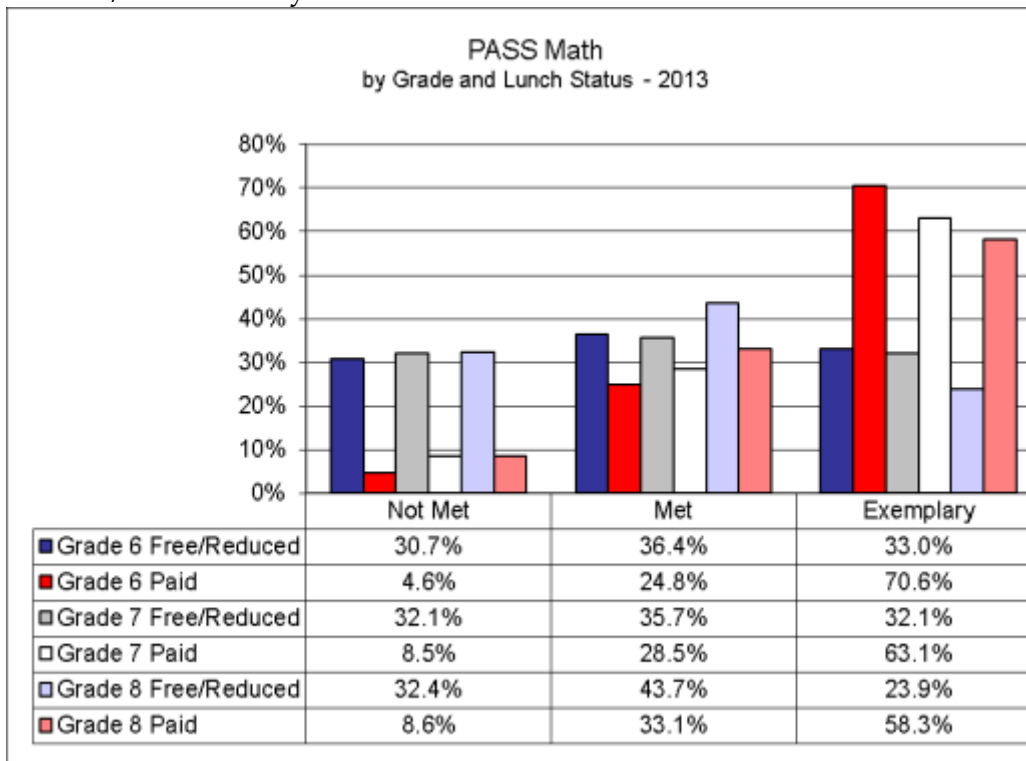
PASS by Grade and Lunch Status



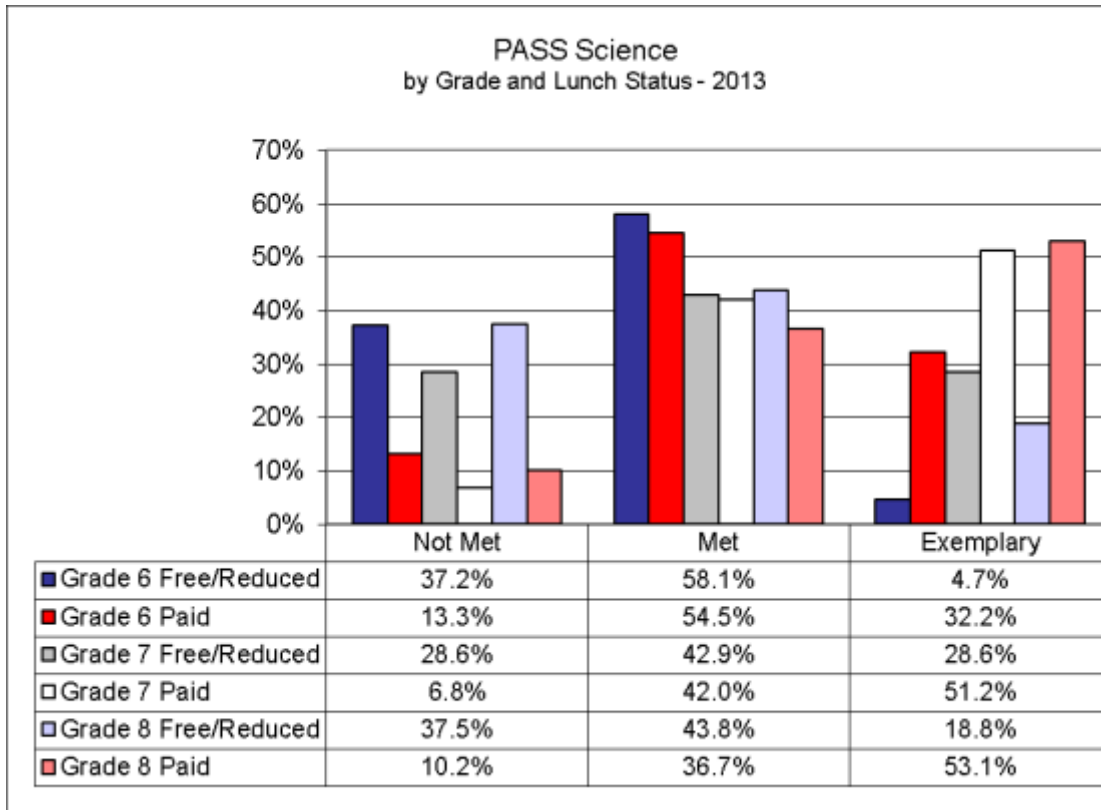
PASS Writing Scores by Gender and Lunch Status



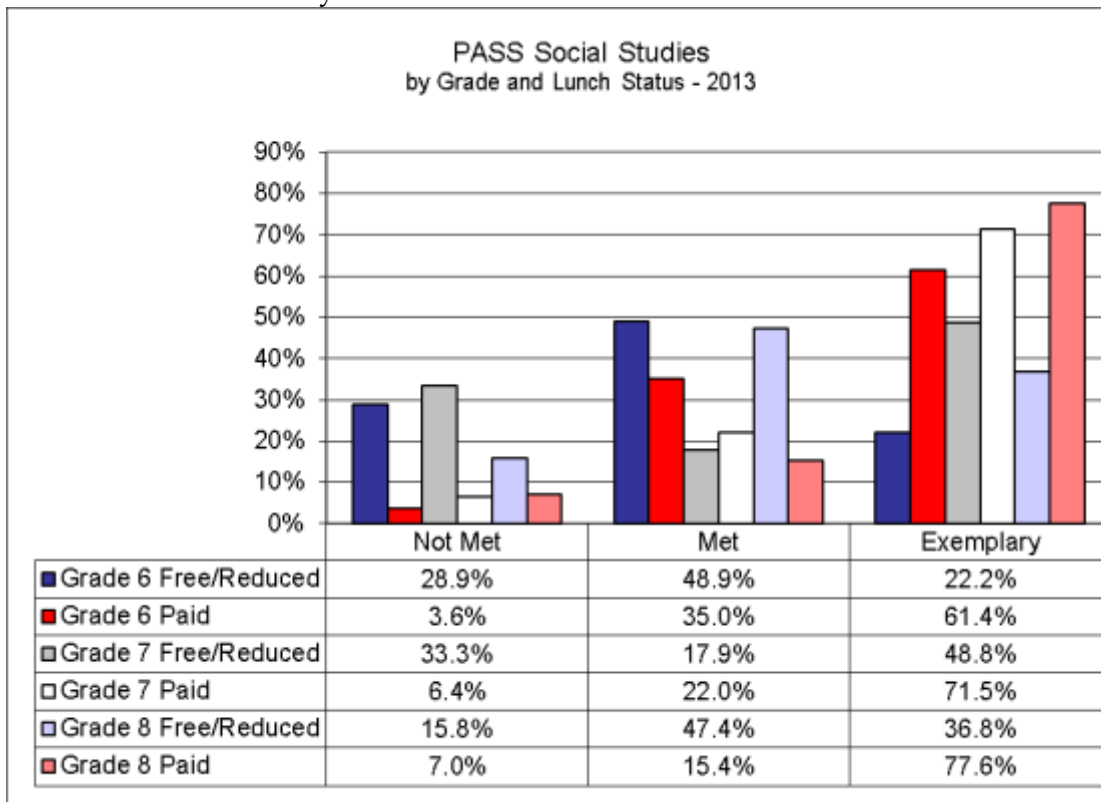
PASS E/LA Scores by Gender and Lunch Status



PASS Math Scores by Gender and Lunch Status



PASS Science Scores by Gender and Lunch Status



PASS Social Studies Scores by Gender and Lunch Status

Instructional Strategies

In accomplishing our vision, as described earlier in this section of the portfolio report, the following instructional strategies are used at Riverside Middle School:

- Pair share
- Reciprocal teaching
- Collaborative pairs
- Guided lecture
- Mnemonics
- Essential Questions
- KWL
- Graphic organizers
- Student coaches
-
- Creative play/games
- Guided peer editing
- Chalk Talk
- Ticket out the Door
- Error Analysis
- Tech labs
- Guided discovery
- Computer assisted instruction
- Daily read aloud

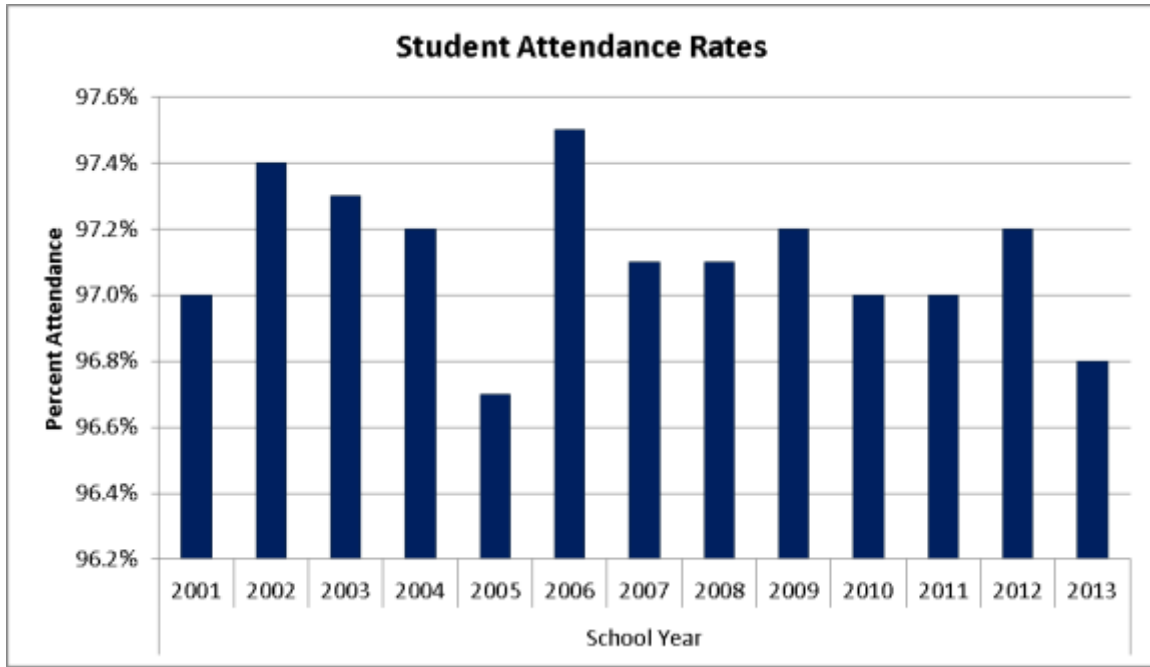
The relevant use of these instructional strategies, as well as many others, is based on current educational research. The framework for many of these practices used at Riverside Middle includes the work of Dr. Max Thompson and Dr. Julia Thompson in *Learning Focused Schools*, Carol Ann Tomlinson in *The Differentiated Classroom* and *How to Differentiate Instruction in Mixed Ability Classrooms*, Anthony W. Jackson and Gayle A. Davis in *Turning Points 2000*, Arthur L. Costa and Bena Kellick *Habits of the Mind*, and Harry and Rosemary Wong in *The First Days of School*. After becoming a *Making Middle Grades Work* school, the RMS Staff is focusing on adding various strategies that have proven effective with schools in the MMGW network. Most recently, RMS has concentrated on the concept of bringing more rigor into the classroom. This strategy is based on the work of Dr. Robyn R. Jackson and Dr. Barbara R. Blackburn. The Riverside Middle staff strives to use the strategies that will best meet the needs of our students. As previously mentioned in the Riverside Middle School purpose, the staff expects all students to experience success now and in their future endeavors.

Students are required to submit work that demonstrates the high level of quality that is expected at Riverside Middle. Students understand the expectations for student work, and they are given the task of meeting or exceeding those guidelines. Teachers and staff provide the support necessary for the students to be successful.

Attendance

Attendance is taken very seriously at RMS. If a student is not present then helping that student achieve excellence becomes much more difficult. The

following data shows the attendance rates at Riverside Middle School since the year 2001. A slight variation can be seen from year to year. Year 2005 did see a drop below 97% and can be attributable to a near epidemic outbreak of influenza where for a period of several days RMS had a 10-20% daily absence rate.



After analyzing and disaggregating the various school data, Riverside Middle School has identified the following areas for improvement and root causes of specific needs that will be included in the overall school goals established:

- Decrease the number of students scoring Not Met on all portions of PASS.
- Special education students are tested on a level higher than their ability (as identified on their IEP).
- Historically students on free lunch have had lower achievement levels and lower reading levels than their peers.
- African American males, throughout their school history, have had low achievement and low reading levels.
- African American females have historically had low achievement and low reading levels.

Teacher and Administrator Quality

The main goal of professional development is to support student achievement. To accomplish this RMS staff realizes a need to continually improve, professional development is extremely important to the learning community. Improvement necessitates the need for new techniques, new methods, and new training on those techniques and methods. In the current educational arena that improvement comes at a price, both in time and monetary funds, neither of which is in abundance for the typical teacher. To maximize limited time and resources, a professional development plan is a fundamental part of the RMS quality planning process.

The administration at Riverside Middle School has always been very generous in allowing staff to go to workshops and conferences based upon individual teachers' interests. With the recent financial constraints, each teacher must discuss with the principal any requests for release time to attend professional development workshops or conferences. Faculty members are normally asked to share what they had learned by giving an in-service during faculty meetings, grade level meetings, or departmental meetings. That process will continue for the current year for anyone who does attend a professional conference. General school professional development occurs in a wide range of settings including faculty meetings, monthly departmental meetings, weekly curriculum meetings with the Instructional Coach, specialty classes like Promethean Board training, and daily grade level meetings.

Professional development at Riverside Middle School is designed to keep the faculty abreast of current educational trends and their application for students. Focus is on interpreting student performance on standardized testing so adjustments in teaching practice can advance their scores. Through including various external presenters, learning new software, being informed of various trends in instruction, and conducting text-based discussions on current educational literature, the RMS staff attempts to remain current on educational trends and research, as evidenced by the following staff development plan that was implemented at the start of the school year.

Professional Development for 2013-2014

Activity	Participants	Schedule	Purpose	Person(s) Responsible
New Teacher Orientation	All Teachers new to RMS	August of each school year	Acquaint new teachers to the RMS facility and procedures	New Teacher In-Service Committee
New Technology Overview	All Staff	Professional Development Days before School	Bring staff up-to-date on all changes concerning any general technology items	Instructional Coach & Media Specialist
Staff Development Session Writing a Syllabus	All Teachers	During opening staff development week	Discussion of the use of rubrics in the classroom. Participants will focus on ways to use rubrics as a tool to help students organize their thoughts before writing.	Language Arts Specialist
Staff Development Seminar – <i>Special Education Update</i>	All Staff	During Professional Development Day	Update of new Special Education Procedures	Special Education Department Chair
Staff Development Session – <i>Writing to Learn</i> (Exemplary Writing continuation)	All Certified Staff	During Professional Development Day	Discussions about the benefits of including writing to learn strategies in all content areas and give specific examples of how teachers can include even more writing activities in their curriculum plans.	LA Department Chair
Curriculum Meetings	All Certified Staff	Wednesday Mornings as needed	Various staff development Activities	Instructional Coach

MAP	All Certified Staff	During Professional Development Day	Discussions on continuing the MAP evaluations	Instructional Coach
IC meet with teachers working on formal PAS-T evaluation year	Year 3 teachers	Monthly Meetings/Third Tuesday of the month during planning periods	Go over process and answer questions	Instructional Coach
Compass Learning Training	Teachers	Second Curriculum Meeting	Development of methods to correlate with MAP	Instructional Coach
IC Meet with Team Leaders	Team Leaders	Once a Month	Informational	Instructional Coach
IC Meet with Department Chairs	Department Chairs	Once a Month	Informational	Instructional Coach
MMGW	All certified Staff	Throughout Year	To continue the development of the Making Middle Grades Work process and committees	MMGW Site Coordinator
<i>ATLAS</i> Curriculum Management	All Certified Staff	Fall 2013	Introduction and implementation of the new district curriculum management system	Instructional Coach
<i>ENRICH Data</i> Management	All Certified Staff	Fall 2013	Introduction and implementation of the new district data management system	Instructional Coach

Future Professional Development

Staff development has at its core the needs of students. The RMS staff work very hard to meet those needs and the professional development plan is created solely that purpose. Several necessities have come to, or remained at, the forefront as this future plan has come together. They include:

To further assist preparations for future staff each teacher at Riverside Middle participated in the Advanc-ED survey series in preparation for the 2013-2014 Advanc-ED reaccreditation process for the District. (Results reported below) Based on this survey, coupled with the student achievement data and various administrator observations, current research and district plans, the goal for next year will be to focus professional development on several specific areas. These are:

- Provide more training for faculty in core subject areas
- Provide training to utilize the technology tools acquired this year to assess students and re-teach content.
- Provide staff development on methods to maintain open communication between parents and teachers.
- Provide support for new teachers to the profession and to the school
- Proper methods to become proficient in analyzing student standardized test scores.
- Continued support for methods of student, parent, and teacher communication including teacher or classroom websites, email progress reports, classroom newsletters and other communications technologies.
- Continued support for incorporating greater rigor into the daily classroom.
- Continued support of the implementation of the Common Core standards.

Conclusion

Professional Development is an important part of the school action strategies that will help meet the performance goals. While a professional development plan is a fluid document, adjusting to accommodate changing needs, updated philosophies, and new teachers, or even another district, state, or federal mandate, it is something that must be a part of any strategic plan. Following is the tentative professional development plan for the coming year.

Tentative Professional Development for 2014-2015

Activity	Participants	Schedule	Purpose	Person(s) Responsible
New Teacher Orientation	All Teachers new to RMS	August of each school year	Acquaint new teachers to the RMS facility and procedures	New Teacher In-Service Committee
New Technology Overview	All Staff	Professional Development Days before School	Bring staff up-to-date on all changes concerning any general technology items	Instructional Coach & Media Specialist
Staff Development Session Writing a Syllabus	All Teachers	During opening staff development week	Discussion of the use of rubrics in the classroom. Participants will focus on ways to use rubrics as a tool to help students organize their thoughts before writing.	Instructional Coach
Staff Development Seminar – <i>Special Education Update</i>	All Staff	During Professional Development Day	Update of new Special Education Procedures	Special Education Department Chair
<i>ATLAS</i> Curriculum Management	All Certified Staff	Fall 2014	Introduction and implementation of the new district curriculum management system	Instructional Coach
<i>ENRICH Data</i> Management	All Certified Staff	Fall 2014	Introduction and implementation of the new district data management system	Instructional Coach
MAP	All Certified Staff	During Professional Development Day	Discussions on continuing the MAP evaluations	Instructional Coach

IC meet with teachers working on formal PAS-T evaluation year	Year 3 teachers	Monthly Meetings/Third Tuesday of the month during planning periods	Go over process and answer questions	Instructional Coach
Common Core Implementation	Core Curricular Departments	Monthly	Discuss the current and future integration of Common Core standards	Instructional Coach and Department Chairs
IC Meet with Team Leaders	Team Leaders	Once a Month	Informational	Instructional Coach
IC Meet with Department Chairs	Department Chairs	Once a Month	Informational	Instructional Coach
CFG – Original Group	Former group of teachers replacing if necessary	Two periods every three weeks – PTSA to sub.	Develop better teaching techniques and learn more of current educational ideas	Instructional Coach
MMGW	All certified Staff	Throughout Year	To continue the development of the Making Middle Grades Work process and committees	MMGW Site Coordinator

School Climate Needs Assessment

(Current Year results not available) During the winter of the 2012-2013 school year, the eighth grade students attending Riverside Middle School responded to a pre-designed questionnaire from the South Carolina State Department of Education. The results of this survey were used to help compile the South Carolina School Report Card. The following chart lists the responses that were less than 80% of “Mostly Agree” or above. Of the thirty-nine questions, fourteen were shown in this category.

Question	Agree
My teachers do a good job teaching me mathematics..	79.8
My classes are interesting and fun.....	59.2
Students at my school believe they can do good work.....	71.9
My teachers praise students when they do good work.....	70.3
The textbooks and workbooks I use at my school really help me to learn.	77.5
The bathrooms at my school are kept clean.	69.5
Students at my school behave well in class.	54.1
Students at my school behave well in the hallways, in the lunchroom, and on the playground.	52.5
Students from different backgrounds get along well at my school.	74.7
Teachers and students get along well with each other at my school.....	73.5
Parents at my school know their children's homework assignments.....	63.7

Parent Questionnaire Results

During the winter of the 2012-2013 school year, parents whose children were attending the eighth grade at Riverside Middle School were asked to respond to a pre-designed questionnaire from the South Carolina State Department of Education. The survey was designed to measure how they feel about their learning environment. The survey was administered by sending packets home by way of their students. Each packet contained a letter from the principal and the survey. To maintain anonymity, surveys were turned in to the office or the advisory teacher in a genetic envelop. The results of this survey were used to help compile the South Carolina School Report Card. The following chart shows an overview of the responses from that survey.

This section of the survey included various questions set to a four point Likert Scale of Strongly Disagree to Strongly Agree. The items listed showed less than 80% agreement from the respondents.

Question	Agree
My child's teachers provide extra help when my child needs it.	79.4
My child's teachers contact me to say good things about my child.....	39.3
My child's teachers tell me how I can help my child learn.	44.5
My child's teachers invite me to visit my child's classrooms during the school day.....	16.8
My child's school returns my phone calls or e-mails promptly.	74.8
My child's school includes me in decision-making.	64.5
My child's school gives me information about what my child should be learning in school.	76.6
My child's school considers changes based on what parents say.	48.1
My child's school schedules activities at times that I can attend.	75.7
My child's school treats all students fairly.	66.4
The principal at my child's school is available and welcoming.	75.0
My child's teachers care about my child as an individual.	79.5
Students at my child's school are well-behaved.	71.3

This section of the survey asked parents for general responses on a variety of activities. The results are included in their entirety.

Please tell us if you do the following	I do this	I don't do but would like to	I don't do & I don't care to	Activity not offered
	Percentages			
Attend Open Houses or parent-teacher conferences.	89.6	4.7	2.8	2.8
Attend student programs or performances.	77.6	14.0	5.6	2.8
Volunteer for the school (bake cookies, help in office, help with school fund raising, etc.).....	38.3	39.3	21.5	0.9
Go on trips with my child's school (out of town band contest, field trip to the museum, etc.)	50.0	28.3	17.0	4.7
Participate in School Improvement Council meetings. .	6.7	33.3	60.0	0.0
Participate in Parent-Teacher-Student Organizations (PTA, PTO, etc.)	45.7	18.1	35.2	1.0
Participate in school committees (textbook committee,	15.2	27.6	56.2	1.0

spring carnival committee, etc.)				
Attend parent workshops (how to help my child with school work, how to talk to my child about drugs, effective discipline, etc.).....	17.9	43.4	31.1	7.5

Please tell us if you do the following	I do this	I don't do but would like to	I don't do & don't care to
	percentages		
Visit my child's classrooms during the school day.	8.6	58.1	33.3
Contact my child's teachers about my child's school work.....	84.3	10.2	5.6
Limit the amount of time my child watches TV, plays video games, surfs the Internet.	95.3	2.8	1.9
Make sure my child does his/her homework.	98.1	0.9	0.9
Help my child with homework when he/she needs it.	100	0	0

This section of the survey included various questions set to a four point Likert Scale of Strongly Disagree to Strongly Agree. The items listed showed less than 80% agreement from the respondents.

Question	Agree
My child receives a personalized learning experience.	61.1
I have read BOTH the federal and state report cards for my child's school.	75.0
I have read BOTH the federal and state report cards for my child's school district.	55.9

This section of the survey asked parents for general responses on a variety of activities. The results are included in their entirety.

Please mark if each of the following is true or false	True	False
Lack of transportation reduces my involvement.....	0.9	99.1
Family health problems reduce my involvement.....	6.4	93.6
Lack of available care for my children or other family members	10.2	89.8

reduces my involvement.		
My work schedule makes it hard for me to be involved.	59.3	40.7
The school does not encourage my involvement.	14.7	85.3
Information about how to be involved either comes too late or not at all.	16.7	83.3
I don't feel like it is appreciated when I try to be involved.	8.4	91.6

Please rate your school on...	Very Good	Good	Okay	Bad	Very Bad
The school's overall friendliness.	37	42.6	19.4	0.9	0
The school's interest in parents' ideas and opinions.	25.5	36.8	32.1	4.7	0.9
The school's efforts to get important information from parents.	26.9	38.9	28.7	4.6	0.9
The school's efforts to give important information to parents.	39.8	39.8	16.7	2.8	0.9
How the school is doing overall.	41.7	40.7	14.8	2.8	0

Most parents rate RMS in a favorable manner. Noted in the section concerning what parents do, RMS has a very high rate of participation in activities like Open House and student performances. Over 38% of the parents responded that they volunteer in some way and participate in the PTSA. A high percentage of parents report involvement in their students' lives, including assistance with homework.

Although these numbers are high, items in this survey show room for improvement. The vision of RMS will not be completely met until all children feel safe at school and feel their teachers care about them. It will not be complete until every parent who wants to be involved will be and that every parent and student feels welcome and that all RMS staff care for their welfare.

Teacher Questionnaire Results

During the winter of the 2012-2013 school year, all non-administrative staff with a current educational certificate were asked to respond to a pre-designed questionnaire from the South Carolina State Department of Education. The administration of the survey was online through the State Department of Education website. The survey was designed to measure how they feel about

their learning environment. To maintain anonymity, no personal information was given on the survey. Staff members were asked to sign a completion list when the survey was taken. This list was only used to show the school compliance of the state mandate. The results of this survey were used to help compile the South Carolina School Report Card.

The following summary shows responses where less than 95% of the staff rated the question “Mostly Agree” or above.

Question	Agree
There is a sufficient amount of classroom time allocated to instruction in essential skills.	88.2%
Effective instructional strategies are used to meet the needs of low achieving students.....	94.1%
My school offers effective programs for students with disabilities.	94.1%
Our school has sufficient computers for instructional use.....	88.2%
Computers are used effectively for instruction at my school	94.1%
There are relevant professional development opportunities offered to teachers at my school.	85.3%
The school administration provides effective instructional leadership	90.9%
The school administration arranges for collaborative planning and decision making.	87.9%
Students at my school behave well in class.	94.1%
Students at my school behave well in the hallways, in the lunchroom, and on school grounds.	94.1%
Rules and consequences for behavior are clear to students.....	88.3%
The rules about how students should behave in my school are fair.	94.1%
The rules for behavior are enforced at my school..	85.3%
Teachers at my school collaborate for instructional planning	79.4%
Parents are involved in school decisions through advisory committees..	92.6%

Most teachers rate RMS in a favorable manner. However, the questions listed above continue to be an issue with the teaching staff. Morale continues to suffer as more requirements are placed on the teaching staff and budgets continue to decrease. However, comparing the School Report card survey from 2010-2011 and the more recent GCSD 2012-2013 survey shows a stark contrast concerning staff opinions. It appears that staff morale has taken a significant turn positively. A major factor could be attributed to new administration and a refocusing of the school mission and vision.

While using the individual data points extracted above from the complete survey as a guide to specific points to consider in the improvement process, certain data points addressed in the above Satisfaction survey help to synthesize the total survey. Those questions and their responses are listed below:

	Teachers	Students*	Parents*
Number of surveys returned	33	341	108
Percent satisfied with learning environment	96.9%	85.7%	92.6%
Percent satisfied with social and physical environment	100.00%	88.5%	88.0%
Percent satisfied with school-home relations	100.00%	89.1%	81.3%

* Only students at the highest middle school grade level and their parents were included.

School Action Plan

To continually improve, the quality plan is reviewed and goals reviewed for appropriate progress, completion or modification. In addition, action plans are revised, as needed, to meet those goals. The above data is the foundation of the various committee efforts to continually improve RMS. This data is used to give a foundation for growth, a comparison for growth, and a roadmap for improvement. To continue the journey toward the vision of the school, the following goals and action plans have been formulated based on the research and data analysis outlined in this report.

Performance Goals

- Increase the percentage of students meeting standard (Met and Exemplary) in writing as measured by the Palmetto Assessment of State Standards (PASS) from 86.6 % in 2012 to 91.6 % in 2018.
- Increase the percentage of students meeting standard in English Language Arts (reading and research) as measured by the Palmetto Assessment of State Standards (PASS) from 87.0% in 2012 to 92.0% in 2018.
- By grade band (middle), meet the required annual measurable objectives (AMOs) in English Language Arts (reading and research) as measured by the Palmetto Assessment of State Standards (PASS).
- Maintain the percentage of students who meet standard (test score of 70 or higher) on the state-mandated End of Course test in English I at 100% in 2012 through 2018.
- Increase the percentage of students meeting standard in mathematics as measured by the Palmetto Assessment of State Standards (PASS) from 88.0% in 2012 to 93.0% in 2018.

- By grade band (middle), meet the required annual measurable objectives (AMOs) in mathematics as measured by the Palmetto Assessment of State Standards (PASS).
- Maintain the percentage of students who meet standard (test score of 70 or higher) on the state-mandated End of Course test in Algebra I at 100% in 2012 through 2018.
- Meet the annual measurable objective (AMO) of 95% of students tested for all ELA and math tests and subgroups each year from 2013-14 through 2017-18.
- Increase the percentage of students meeting standard in science as measured by the Palmetto Assessment of State Standards (PASS) from 85.7% in 2012 to 90.7% in 2018.
- By grade band (middle), meet the required annual measurable objectives (AMOs) in science as measured by the Palmetto Assessment of State Standards (PASS).
- Increase the percentage of students meeting standard in social studies as measured by the Palmetto Assessment of State Standards (PASS) from 88.6% in 2012 to 93.6% in 2018.
- By grade band (middle), meet the required annual measurable objectives (AMOs) in social studies as measured by the Palmetto Assessment of State Standards (PASS).
- Achieve an annual student attendance rate of 95%.
- Maintain a student expulsion rate below 0.5% of the total school population.
- Increase the percent of parents who are satisfied with the learning environment from 90.9% in 2012 to 93.9% by 2018.
- Increase the percent of students who are satisfied with the learning environment from 88.1% in 2012 to 91.1% by 2018.
- Maintain the percent of teachers who are satisfied with the learning environment at 100% in 2012 through 2018.
- Increase the percent of parents who indicate that their child feels safe at school from 96.4% in 2012 to 98.8% by 2018.
- Increase the percent of students who feel safe at school during the school day from 92.6% in 2012 to 95.6% by 2018.
- Maintain the percent of teachers who feel safe at school during the school day at 100% in 2012 through 2018.
- Increase and maintain 100% of core curriculum teachers highly qualified in middle level subject areas.

SCHOOL RENEWAL PLAN FOR 2013-14 through 2017-18

PASS Percent Writing Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

GOAL AREA 1: Raise the academic challenge and performance of each student.

PERFORMANCE STATEMENT: Meet the state and federal accountability objectives for all students and subgroups in writing and English Language Arts each year.

FIVE YEAR PERFORMANCE GOAL: Increase the percentage of students meeting standard (Met and Exemplary) in writing as measured by the Palmetto Assessment of State Standards (PASS) from 86.6 % in 2012 to 91.6 % in 2018.

ANNUAL OBJECTIVE: Annually increase by 1 percentage point students meeting standard (Met and Exemplary) in writing as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	87.6	88.6	89.6	90.6	91.6
School Actual	86.6	89.6					
District Projected	X	X	78.8	79.8	80.8	81.8	82.8
District Actual	77.8	78.8					

Baseline data from 2011-12 is based upon 5th and 8th grade scores only. Projected performance is based upon 3rd through 8th grade scores.

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Percent Writing Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
Develop for each course and grade level performance tasks that require writing.	Ongoing	Each ELA teacher. Copies collected by designated ELA teacher for each grade level	N/A	N/A	Copies collected at the end of each semester and filed in ELA folder on staff drive.
Develop list of writing skills to be addressed at each grade level so that there is better vertical alignment of instruction and correlation with CCS.	Before end of 2013-14	ELA Department sub-committee, to be determined.	No cost. (Possible PD hours).	N/A	List posted to ELA Department folder on staff drive.
Develop list of grammar skills to be covered at each grade level so that there is better vertical alignment of instruction and correlation with CCS.	Before end of 2013-14	ELA sub-committee, to be determined.	No cost. (Possible PD hours)	N/A	List posted to ELA Department folder on staff drive
Include writing in all units of instruction.	Ongoing	Each ELA teacher.	N/A	N/A	Weekly lesson plans
Develop writing prompts to complement annual school-wide read. Alternate, as necessary, with quarterly Drop Everything and Write periods, rotating first, second, fifth, and sixth periods.	Annual	ELA sub-committee; media specialist	No cost. (Possible PD hours)	N/A	Copy of prompts filed in ELA Department folder.

PASS Percent ELA Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Increase the percentage of students meeting standard in English Language Arts (reading and research) as measured by the Palmetto Assessment of State Standards (PASS) from 87.0% in 2012 to 92.0% in 2018.

ANNUAL OBJECTIVE: Increase by 1 percentage point annually students meeting standard in English Language Arts (reading and research) as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	88.0	89.0	90.0	91.0	92.0
School Actual	87.0	87.7					
District Projected	X	X	79.0	80.0	81.0	82.0	83.0
District Actual	78.0	80.5					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Percent ELA Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
READING COMPREHENSION: Develop performance tasks for each course at each grade level—to foster critical thinking skills and improve comprehension. Add more informational text to thematic units.	Ongoing Ongoing.	Each ELA teacher. Copies collected by designated ELA teacher for each grade level. Each ELA teacher	N/A Cost of extra 300 copies per ELA teacher per month.	N/A School; PTSA	Copies collected at the end of each semester and filed in ELA folder on staff drive. Teachers for each grade level will file copies in ELA Department folder on the school staff drive.
LITERARY TERMS: Present review of literary terms throughout the year as class starters as appropriate.	Ongoing	Each ELA teacher. ELA Department committee to develop collection of starters.	To be determined.	School, district, or PTSA.	Collection of starters maintained and regularly updated
RESEARCH SKILLS: Include at least one activity per quarter in lesson plans. Integrate plans with those developed by RMS to meet SC Internet Safety Standards.	Ongoing	Each ELA teacher. Sample lessons and checklist collected by designated ELA teacher for each grade level.	N/A	N/A	Checklist maintained for each grade level. Sample lessons, one per grade level each quarter, collected and filed in ELA folder on staff drive.
VOCABULARY SKILLS: Each teacher will include vocabulary instruction as part of regular reading assignments throughout the year, to include vocabulary in context of literature, academic vocabulary, and word stems.	Ongoing	Each ELA teacher.	N/A	N/A	Weekly lesson plans

PASS Average ELA Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: By grade band (middle), meet the required annual measurable objectives (AMOs) in English Language Arts (reading and research) as measured by the Palmetto Assessment of State Standards (PASS).

ANNUAL OBJECTIVE: Meet the required annual measurable objectives (AMOs) in English Language Arts (reading and research) as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): ESEA Federal Accountability and SDE School Report Card

ELA – School	Baseline 2011- 12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	671.7	674.8					
Male	668.8	671.4					
Female	674.6	678.1					
White	678.1	680.2					
African-American	642.9	639.4					
Asian/Pacific Islander	688.5	701.1					
Hispanic	642.3	656.9					
American Indian/Alaskan	N/A	N/A					
Disabled	602.7	609.1					
Limited English Proficient	649.3	664.3					
Subsidized Meals	642.0	646.3					

ELA – District - Grades 6-8	Baseline 2011- 12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected	624	628	632	636	640	644	648
Actual							
All Students	651.7	653.7					
Male	646.7	649.5					
Female	656.8	658.1					
White	664.5	666.3					
African-American	624.6	626.9					
Asian/Pacific Islander	679.6	684.5					
Hispanic	650.8	637.9					
American Indian/Alaskan	631.2	647.7					
Disabled	589.7	593.6					
Limited English Proficient	632.5	637.4					
Subsidized Meals	630.0	632.9					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Average ELA Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
Examine possibilities of redirecting purpose of literature classes to address specific needs of target groups not already meeting the 2017-18 baseline average: African American, Hispanic, Disabled, Students with Subsidized Meals; Develop curriculum for class.	Annually	ELA Teachers, Administration, Guidance.	To be determined.	District, School, or PTSA	Class enrollment records
Add more informational text to thematic units.	Ongoing	Each ELA teacher	Cost of extra 300 copies monthly for each ELA teacher.	District, School, or PTSA	Weekly lesson plans.
READING COMPREHENSION: Develop performance tasks for each course at each grade level—to foster critical thinking skills and improve comprehension.	Ongoing	Each ELA teacher. Copies collected by designated ELA teacher for each grade level	N/A	N/A	Copies collected at the end of each semester and filed in ELA folder on staff drive.
LITERARY TERMS: Present review of literary terms throughout the year as class starters as appropriate.	Ongoing	Each ELA teacher. ELA Department committee to develop collection of starters.	To be determined.	School, district, or PTSA.	Collection of starters maintained and regularly updated
RESEARCH SKILLS: Include at least one activity per quarter in lesson plans. Integrate plans with those developed by RMS to meet SC Internet Safety Standards.	Ongoing	Each ELA teacher. Sample lessons and checklist collected by designated ELA teacher for each	N/A	N/A	Checklist maintained for each grade level. Sample lessons, one per grade level each quarter, collected and filed in ELA folder on staff drive.

		grade level.			
VOCABULARY SKILLS: Each teacher will include vocabulary instruction as part of regular reading assignments throughout the year, to include vocabulary in context of literature, academic vocabulary, and word stems.	Ongoing	Each ELA teacher.	N/A	N/A	Weekly lesson plans.

EOCEP Percent English I Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Maintain the percentage of students who meet standard (test score of 70 or higher) on the state-mandated End of Course test in English I at 100% in 2012 through 2018.

ANNUAL OBJECTIVE: Maintain 100 percentage points annually students who meet standard (test score of 70 or higher) on the state-mandated End of Course test in English I.

DATA SOURCE(S): SDE School Report Card

School	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	100.0	100.0	100.0	100.0	100.0
School Actual	100.0	100%					
District Projected (MS and HS)	X	X	77.3	78.3	79.3	80.3	81.3
District Actual (MS only)	98.9	98.9					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

EOCEP Percent English I Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
READING COMPREHENSION: Develop performance tasks that foster critical thinking skills, increase reading comprehension, and require explanation/elaboration of ideas in writing. Add more informational text to complement/supplement units throughout the year. Direct students to select one book per quarter for independent reading that is at or above Lexile level indicated by MAP.	Ongoing	English I teacher	N/A	N/A	Copies collected at the end of each semester and filed in ELA folder on staff drive.
	Ongoing.	English 1 teacher	Cost of extra 300 copies per month.	School; PTSA	Teacher will file copies in ELA Department folder on the school staff drive.
	Ongoing	English 1 teacher	N/A	N/A	Syllabus and Weekly Lesson plans
LITERARY TERMS: Present review of literary terms throughout the year.	Ongoing	English I teacher	N/A	N/A	Weekly Lesson Plans
RESEARCH SKILLS: Include at least one research activity per quarter in lesson plans. Integrate plans with those developed by RMS to meet SC Internet Safety Standards.	Ongoing	English I teacher	N/A	N/A	Sample lessons, one each quarter, collected and filed in ELA folder on staff drive.
VOCABULARY SKILLS: Teacher will include vocabulary instruction as a regular part of reading assignments throughout the year.	Ongoing	English I teacher	N/A	N/A	Weekly lesson plans

Vocabulary study will include words in context of literature, academic vocabulary, word stems, and SAT words.					
WRITING Include writing in all units of instruction. Incorporate review of grammar covered in previous grades and present	Ongoing	English I teacher	N/A	N/A	Weekly lesson plans

PASS Percent Math Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

PERFORMANCE STATEMENT: Meet the state and federal accountability objectives for all students and subgroups in mathematics each year.

FIVE YEAR PERFORMANCE GOAL: Increase the percentage of students meeting standard in mathematics as measured by the Palmetto Assessment of State Standards (PASS) from 88.0% in 2012 to 93.0% in 2018.

ANNUAL OBJECTIVE: Increase by one percentage point annually students meeting standard in mathematics as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	89.0	90.0	91.0	92.0	93.0
School Actual	88.0	87.7					
District Projected	X	X	78.4	79.4	80.4	81.4	82.4
District Actual	77.4	77.3					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Average Math Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: By grade band (middle), meet the required annual measurable objectives (AMOs) in mathematics as measured by the Palmetto Assessment of State Standards (PASS).

ANNUAL OBJECTIVE: Meet the required annual measurable objectives (AMOs) in mathematics as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): ESEA Federal Accountability and SDE School Report Card

Math – School	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	675.8	678.9					
Male	678.8	680.5					
Female	672.9	677.4					
White	679.8	684.1					
African-American	644.1	640.1					
Asian/Pacific Islander	715.6	717.6					
Hispanic	652.5	658.2					
American Indian/Alaskan	N/A	N/A					
Disabled	601.9	605.4					
Limited English Proficient	666.7	674.1					
Subsidized Meals	645.2	644.9					

Math – District - Grades 6-8	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	649.6	650.7					
Male	649.6	650.5					
Female	649.6	651.0					
White	661.4	662.7					
African-American	622.1	623.6					
Asian/Pacific Islander	694.9	695.3					
Hispanic	649.0	636.2					
American Indian/Alaskan	628.8	640.2					
Disabled	594.4	594.0					
Limited English Proficient	637.1	639.7					
Subsidized Meals	628.5	629.2					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

EOCEP % Algebra I Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Maintain the percentage of students who meet standard (test score of 70 or higher) on the state-mandated End of Course test in Algebra I at 100% in 2012 through 2018.

ANNUAL OBJECTIVE: Maintain 100 percentage point(s) annually students who meet standard (test score of 70 or higher) on the state-mandated End of Course test in Algebra I.

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	100.0	100.0	100.0	100.0	100.0
School Actual	100.0	100.0					
District Projected (MS and HS)	X	X	84.6	85.6	86.6	87.6	88.6
District Actual (MS only)	99.4	97.6					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

Math/Algebra Goals Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
Compass Learning	Yearly	All math teachers		District office	Student reports printed
Focus on content area vocabulary	Yearly	All Math teachers			Vocabulary on flipcharts
Inclusion Math	Yearly	Greiner, Rohaley, Thrasher			Student IEP's and schedules
PASS style practice	Yearly	All math teachers			Flipcharts
Spiral review on Quizzes	Yearly	6 th grade math teachers			Quizzes
Review Chronic Pains PowerPoint	Yearly	8 th grade math teachers			PowerPoint
Analyze quarterly benchmark test to identify concepts and skills that need to be retaught through starters and spiral review	Yearly	All math teachers			Quizzes, data analysis, review lessons

*EOC cumulative review, practice tests, collection of information & examples	Yearly	Algebra 1 teachers			Scantron summary data, email/printouts of online test practice, exam prep documents created by students
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PASS Percent Tested Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Meet the annual measurable objective (AMO) of 95% of students tested for all ELA and math tests and subgroups each year from 2013-14 through 2017-18.

ANNUAL OBJECTIVE: Meet the annual measurable objective (AMO) of 95% of students tested for all ELA and math tests and subgroups annually.

DATA SOURCE(S): ESEA Federal Accountability and SDE School Report Card

% Tested ELA School	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	95.0	95.0	95.0	95.0	95.0	95.0	95.0
Actual Performance							
All Students	100.0	100.0					
Male	100.0	100.0					
Female	100.0	100.0					
White	100.0	100.0					
African-American	100.0	100.0					
Asian/Pacific Islander	100.0	100.0					
Hispanic	100.0	100.0					
American Indian/Alaskan	N/A	N/A					
Disabled	100.0	100.0					
Limited English Proficient	100.0	100.0					
Subsidized Meals	100.0	100.0					

% Tested ELA District Grades 6-8	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	95.0	95.0	95.0	95.0	95.0	95.0	95.0
Actual Performance							
All Students	99.9	100.0					
Male	99.9	100.0					
Female	99.9	99.9					
White	99.9	100.0					
African-American	99.8	100.0					
Asian/Pacific Islander	99.8	100.0					
Hispanic	99.9	99.9					
American Indian/Alaskan	100.0	100.0					
Disabled	99.2	99.9					
Limited English Proficient	99.8	99.9					
Subsidized Meals	99.8	99.9					

% Tested Math School Name	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	95.0	95.0	95.0	95.0	95.0	95.0	95.0
Actual Performance	100.0	100.0					
All Students	100.0	100.0					
Male	100.0	100.0					
Female	100.0	100.0					
White	100.0	100.0					
African-American	100.0	100.0					
Asian/Pacific Islander	100.0	100.0					
Hispanic	100.0	100.0					
American Indian/Alaskan	N/A	N/A					
Disabled	100.0	100.0					
Limited English Proficient	100.0	100.0					
Subsidized Meals	100.0	100.0					

% Tested Math District – Grades 6-8	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	95.0	95.0	95.0	95.0	95.0	95.0	95.0
Actual Performance							
All Students	100.0	99.9					
Male	99.9	99.9					
Female	100.0	100.0					
White	100.0	99.9					
African-American	99.9	99.9					
Asian/Pacific Islander	100.0	100.0					
Hispanic	99.9	100.0					
American Indian/Alaskan	100.0	100.0					
Disabled	99.8	99.9					
Limited English Proficient	99.9	100.0					
Subsidized Meals	99.9	99.9					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Percent Tested Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
Parent Notification By Email/Phone	Two Weeks Prior to PASS	All Teachers	N/A	N/A	99.9 % Tested/2013 Test Results
School-Wide Announcement- Phone Blast	One Week Prior to PASS	Guidance Department	N/A	N/A	100%
School Signage Listed PASS Dates/Grade Levels Tested	Two Weeks Prior to PASS	Head Custodian	N/A	N/A	100%
Paper PASSPorts Given to each student with Good Testing Strategies Listed and Incentives to be Earned	Week of PASS	Office Staff/ Teachers	\$400.00	Local Funds	100%
PASS Reviews Conducted in Classes	During the Month before PASS	Teachers/Departments	N/A	N/A	100%
Snacks Distributed to all Students Each Morning of Testing	Week of PASS	Teachers and other school personnel	\$800.00	Parent Donations/PTA Funds	100%
Principal's Good Luck Gum	Mornings of Testing	Principal	\$250.00	Local Funds	100%
RMS Website Announcements	Week Before Testing	Webmaster	N/A	N/A	100%
PASS Brochure From State Department of Education	With Report Card March	Guidance	N/A	N/A	100%

PASS Percent Science Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

PERFORMANCE STATEMENT: Meet the state and federal accountability objectives for all students and subgroups in science each year.

FIVE YEAR PERFORMANCE GOAL: Increase the percentage of students meeting standard in science as measured by the Palmetto Assessment of State Standards (PASS) from 85.7% in 2012 to 90.7% in 2018.

ANNUAL OBJECTIVE: Increase by one percentage point annually students meeting standard in science as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	86.7	87.7	88.7	89.7	90.7
School Actual	85.7	86.3					
District Projected	X	X	76.9	77.9	78.9	79.9	80.9
District Actual	75.9	77.0					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Average Science Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: By grade band (middle), meet the required annual measurable objectives (AMOs) in science as measured by the Palmetto Assessment of State Standards (PASS).

ANNUAL OBJECTIVE: Meet the required annual measurable objectives (AMOs) in science as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): ESEA Federal Accountability and SDE School Report Card

Science – School	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	646.7	650.7					
Male	652.5	653.2					
Female	641.1	648.1					
White	652.0	655.9					
African-American	614.7	611.7					
Asian/Pacific Islander	666.0	675.3					
Hispanic	625.6	633.3					
American Indian/Alaskan	N/A	N/A					
Disabled	593.6	589.9					
Limited English Proficient	630.4	633.9					
Subsidized Meals	624.8	621.7					

Science – District Grades 6-8	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	637.3	634.1					
Male	638.4	635.4					
Female	636.1	632.8					
White	649.9	646.7					
African-American	609.5	607.7					
Asian/Pacific Islander	670.1	666.8					
Hispanic	617.0	619.1					
American Indian/Alaskan	627.4	627.2					
Disabled	581.0	579.5					
Limited English Proficient	618.2	619.1					
Subsidized Meals	615.8	613.5					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Science Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
Provide standard based instructions	<u>Currently Used</u>	<u>Science Department</u>	<u>\$0</u>	<u>N/A</u>	<u>Lesson Plans</u>
Collaborate & plan as a department and on grade level	Currently Used	Science Department	\$0	N/A	Meeting Notes and Lesson Plans
Analyze test scores & identify individual students needs	Fall 2014	Science Department and Instructional Coach	N/A	N/A	Student Lists showing Needs
Attend professional developments as a department	2013-2015	Science Department	Unknown	PTA or School Budget	Teachers will meet during regular department meetings to instruct each other on our individual classes
Provide inquiry based learning – promote true hands-on science inquiry	2014-2015	Science Department	\$0	N/A	Teacher Observations and Lesson Plans
Continued Common Core exploration & sessions of implementation	2014-2015	Science Department	\$0	N/A	Department Meeting Minutes
Explore Note booking/Journals across grade levels	Fall 2014	Department Chair	\$0	N/A	Department Meeting Minutes

Creation & implement of standard Lab templates – across grade levels	August 2014	Science Teachers	\$0	N/A	Lab Template
Arrange storage rooms by Units for easy access and usage.	August 2014	Department Chair	\$0	N/A	Rooms arranged and procedures posted for supplies
Classrooms better arranged and have network access	August 2014	Principal	Unknown	Unknown	Tables unbolted and computer access available

PASS Percent Social Studies Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

PERFORMANCE STATEMENT: Meet the state and federal accountability objectives for all students and subgroups in social studies each year.

FIVE YEAR PERFORMANCE GOAL: Increase the percentage of students meeting standard in social studies as measured by the Palmetto Assessment of State Standards (PASS) from 88.6% in 2012 to 93.6% in 2018.

ANNUAL OBJECTIVE: Increase by one percentage point annually students meeting standard in social studies as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	89.6	90.6	91.6	92.6	93.6
School Actual	88.6	89.8					
District Projected	X	X	79.9	80.9	81.9	82.9	83.9
District Actual	78.9	79.5					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Average Social Studies Goal

☒ Student Achievement ☐ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: By grade band (middle), meet the required annual measurable objectives (AMOs) in social studies as measured by the Palmetto Assessment of State Standards (PASS).

ANNUAL OBJECTIVE: Meet the required annual measurable objectives (AMOs) in social studies as measured by the Palmetto Assessment of State Standards (PASS).

DATA SOURCE(S): ESEA Federal Accountability and SDE School Report Card

Social Studies – School Name	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	670.1	674.3					
Male	681.5	683.9					
Female	658.5	665.8					
White	675.6	679.5					
African-American	635.2	638.3					
Asian/Pacific Islander	696.0	704.1					
Hispanic	647.0	659.4					
American Indian/Alaskan	N/A	N/A					
Disabled	606.9	616.0					
Limited English Proficient	652.9	666.9					
Subsidized Meals	636.7	643.2					

Social Studies – District – Grades 6-8	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected Performance	624	628	632	636	640	644	648
Actual Performance							
All Students	641.9	642.7					
Male	646.1	647.6					
Female	637.5	637.7					
White	653.5	654.8					
African-American	615.7	615.5					
Asian/Pacific Islander	680.3	677.0					
Hispanic	632.8	629.7					
American Indian/Alaskan	622.9	631.4					
Disabled	589.9	589.6					
Limited English Proficient	626.6	631.2					
Subsidized Meals	620.5	620.0					

Information in the above tables is subject to change. Projected performance and actual performance are dependent upon which state standardized assessment is administered as South Carolina begins full implementation of common core standards in 2013-2014.

PASS Social Studies Goal Strategies

<u>STRATEGY Activity</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Sources</u>	<u>Indicators of Implementation</u>
Use primary sources and data based questions (DBQs). These are not located in our texts, but accessible from the Library of Congress and National Archives	Currently Used	Social Studies Department	More copies	PTA	Students fill out analysis sheets in class
Use Standards Guide (7 th) and SC Resource Guide (8 th) to complement our textbooks	Currently Used	Social Studies Department	\$2/book	PTA or School Budget	Books given to students at the beginning of the year, instead of Mid-September
Request to meet with the ELA department to construct interdisciplinary units & research projects, using informational text	Fall 2014	Social Studies Department Chair will contact ELA Department	n/a	n/a	Emails to/from department chairs
Attend professional developments as a department, including the South Carolina Council for the Social Studies	September 2014	Social Studies Department	\$125 registration & hotel	PTA or School Budget	Teachers will meet during regular department meetings to instruct each other on our individual classes

Professional Development Goal

☐ Student Achievement ☒ Teacher/Administrator Quality ☐ School Climate ☐ Other Priority

GOAL AREA 2: Ensure quality personnel in all positions.

FIVE YEAR PERFORMANCE GOAL: Increase and maintain 100% of core curriculum teachers highly qualified in middle level subject areas.

ANNUAL OBJECTIVE: Increase the percentage of core curriculum teachers highly qualified in middle level subject areas to 100%.

DATA SOURCE(S): SDE School Report Card and State Employee Certification Status

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Projected	x	x	100%	100%	100%	100%	100%
Actual	97.3%	97.3%					

Professional Development Goal Strategies

<u>STRATEGY</u> <u>Activity</u>	<u>Timeline</u>	<u>Person</u> <u>Responsible</u>	<u>Estimated</u> <u>Cost</u>	<u>Funding</u> <u>Sources</u>	<u>Indicators of</u> <u>Implementation</u>
Employee new teachers with "highly qualified" status	August 2014	Principal	No cost to School Budget	District teacher allocation	Teacher certification records
Adjust current teaching staff where "highly qualified" status is not required.	August 2014	Principal	No cost to School Budget	District teacher allocation	Teacher certification records
Provide support for teachers seeking "highly qualified" status	Ongoing	Principal & Instructional Coach	Substitute salaries	School allotment of substitutes	Teacher reporting to principal

Student Attendance Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

GOAL AREA 3: Provide a school environment supportive of learning.

FIVE YEAR PERFORMANCE GOAL: Achieve an annual student attendance rate of 95%.

ANNUAL OBJECTIVE: Maintain an annual student attendance rate of 95% or higher.

DATA SOURCE(S): SDE School Report Card

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	95.0	95.0	95.0	95.0	95.0
School Actual	97.2	96.8					
District Projected	X	X	95.0	95.0	95.0	95.0	95.0
District Actual	95.9	95.6					

Student Expulsion Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Maintain a student expulsion rate below 0.5% of the total school population.

ANNUAL OBJECTIVE: Maintain an annual student expulsion rate below 0.5% of the total school population.

DATA SOURCE(S): SDE School Report Card and GCS Incident Management System (IMS)

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	Less than 0.5%	Less than 0.5%	Less than 0.5%	Less than 0.5%	Less than 0.5%
School Actual	0.5%	0.0%					
District Projected	X	X	Less than 0.5%	Less than 0.5%	Less than 0.5%	Less than 0.5%	Less than 0.5%
District Actual	0.5%	0.6%					

Parent Satisfaction – Learning Environment Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Increase the percent of parents who are satisfied with the learning environment from 90.9% in 2012 to 93.9% by 2018.

ANNUAL OBJECTIVE: Beginning in 2012-13, increase by one-half percentage point annually parents who are satisfied with the learning environment.

DATA SOURCE(S): SDE School Report Card Survey results – Question #5

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	91.9	92.4	92.9	93.4	93.9
School Actual	90.9	92.6					
District Projected	X	X	89.0	89.5	90.0	90.5	91.0
District Actual	88.0*	88.1					

SDE has not yet provided GCS with the District's Parent Survey results for 2011-12. Info is from 10-11.

Student Satisfaction – Learning Environment Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Increase the percent of students who are satisfied with the learning environment from 88.1% in 2012 to 91.1% by 2018.

ANNUAL OBJECTIVE: Beginning in 2013-14, increase by one-half percentage point annually students who are satisfied with the learning environment.

DATA SOURCE(S): SDE School Report Card Survey results – Question #18

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	89.1	89.6	90.1	90.6	91.1
School Actual	88.1	85.7					
District Projected (ES, MS, and HS)	X	X	83.5	84.0	84.5	85.0	85.5
District Actual (ES/MS)	83.8	82.7					

Teacher Satisfaction – Learning Environment Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Maintain the percent of teachers who are satisfied with the learning environment at 100% in 2012 through 2018.

ANNUAL OBJECTIVE: Beginning in 2013-14, maintain 100 percent annually teachers who are satisfied with the learning environment.

DATA SOURCE(S): SDE School Report Card Survey results – Question #27

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	100.0	100.0	100.0	100.0	100.0
School Actual	100.0	96.9					
District Projected	X	X	92.5	93.0	93.5	94.0	94.5
District Actual	98.0	92.6					

Parent Satisfaction – Safety Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Increase the percent of parents who indicate that their child feels safe at school from 96.4% in 2012 to 98.8% by 2018.

ANNUAL OBJECTIVE: Beginning in 2013-14, increase by four-tenths percentage point annually parents who indicate that their child feels safe at school.

DATA SOURCE(S): SDE School Report Card Survey results – Question #18

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	97.2	97.6	98.0	98.4	98.8
School Actual	96.4	99.1					
District Projected	X	X	93.9	94.3	94.7	95.1	95.5
District Actual	93.5	92.8					

SDE has not yet provided GCS with the District's Parent Survey results for 2011-12. Info is from 2010-11.

Student Satisfaction – Safety Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Increase the percent of students who feel safe at school during the school day from 92.6% in 2012 to 95.6% by 2018.

ANNUAL OBJECTIVE: Beginning in 2013-14, increase by one-half percentage point annually students who feel safe at school during the school day.

DATA SOURCE(S): SDE School Report Card Survey results – Question #30

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	93.6	94.1	94.6	95.1	95.6
School Actual	92.6	93.6					
District Projected	X	X	91.9	92.3	92.7	93.1	93.5
District Actual	90.9	90.2					

Teacher Satisfaction – Safety Goal

☐ Student Achievement ☐ Teacher/Administrator Quality ☒ School Climate ☐ Other Priority

FIVE YEAR PERFORMANCE GOAL: Maintain the percent of teachers who feel safe at school during the school day at 100% in 2012 through 2018.

ANNUAL OBJECTIVE: Beginning in 2013-14, maintain 100 percentage points annually teachers who feel safe at school during the school day.

DATA SOURCE(S): SDE School Report Card Survey results – Question #39

	Baseline 2011-12	Planning Year 2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
School Projected	X	X	100.0	100.0	100.0	100.0	100.0
School Actual	100.0	100.0					
District Projected	X	X	98.5	98.5	98.5	98.5	98.5
District Actual	98.9	98.3					

Satisfaction Goals Strategies

<u>STRATEGY</u> <u>Activity</u>	<u>Timeline</u>	<u>Person</u> <u>Responsible</u>	<u>Estimated</u> <u>Cost</u>	<u>Funding</u> <u>Sources</u>	<u>Indicators of</u> <u>Implementation</u>
Implementation of School Community Plan	Ongoing	Williams/Culture Committee	N/A		Completion of plan components
Promote Collaboration of faculty and staff to improve learning experiences for students	Ongoing	Administration			<ul style="list-style-type: none"> • Common Assessments • Uniformity of instructional content • Schedule designed with collaboration in mind
Improve student engagement and connection to educational environment	Ongoing	<ul style="list-style-type: none"> • Student Council Representative • Club Sponsors • Athletic team captains 			<ul style="list-style-type: none"> • Increase in the percentage of students connected to an extracurricular activity • Increase in the percentage of club activities available for students
Promote physical fitness and healthy lifestyle choices across the school community	Ongoing	<ul style="list-style-type: none"> • Cindy Heos • Brad Johnson • Jordan Finlay • Pam Varner 	\$1,000	Local Funds	<ul style="list-style-type: none"> • Weekly Health related e-mails • Professional Development related to health education for students • Improved Teacher and Student Attendance rates

Conclusion

Riverside Middle School established and implemented a system of continuous improvement as the doors to the school were opened. The updating and monitoring is a continuous process of improvement that focuses on student performance. Today, continuous improvement is guided and monitored by a double system of using the school portfolio and the Advanc-ED Continuous Improvement Framework. The school portfolio is annually updated based on new data as it is made available. .

The school employs an active improvement team. The RMS School Improvement Council (SIC) is an advisory committee to the school's principal. The responsibilities involve assistance in preparation of a five year plan, monitoring school improvement and innovation, development of an annual school report to parents and providing input on current issues at the school. The stakeholders include representation from: students, parents, teachers/faculty, administration, and community. This committee meets once a month in the Media Center. Minutes of the meetings are posted on the school website.

The school provides opportunities for stakeholders to contribute to the development and implementation of the school improvement plan. Stakeholders have numerous opportunities to contribute to the development and implementation of the school improvement plan. These include:

- *School Improvement Committee* – Parents, teachers, administrators, students, and community serve as members of this committee that meets monthly as evidenced by the SIC minutes.
- *Parent Teacher Association* – This organization and its various subcommittees meets regularly. Minutes are recorded at each meeting.
- *Leadership* – Teachers representing each discipline and department is appointed by the principal to participate to make recommendations to assist administration in making policy decisions.
- *Survey* – Students, teachers, and parents are surveyed each year to provide input in progress.
- *School Report Card* – Available to every stakeholder to assist in decision-making concerning policy and progress.
- *Newsletters and Website* – Convey information to all stakeholders and ask for input in decision-making processes.
- *Parent/Teacher Conferences* – These are scheduled and held at the first signs of struggle or problems.
- *MMGW Committees* – Every teacher participates in developing the school improvement plan.

RMS communicates the results of improvement efforts to stakeholders through a wide variety of methods to reach all families. Some of these include: Annual School Report Card, Monthly Newsletters, School Website (updated frequently), Teacher Websites (updated frequently), Written Communication from Guidance and the Principal sent home via students, frequent parent phone calls for positive recognition of students.

Riverside Middle School, in cooperation with the home and community, provides opportunities which will prepare students intellectually, socially, emotionally, and physically to become productive and responsible members of society. We believe that all children can learn and have the responsibility to be active learners; students are valued individuals with unique intellectual, social, emotional, and physical needs; students learn best in a safe and secure setting nurtured by competent teachers, administrators, and community members; curricula and instruction should vary to meet the needs of each student, and education as the shared responsibility of home, school, and community to promote competent lifelong learners.

Appendix A – Document Links

2013 School Report Card Link

<http://ed.sc.gov/data/report-cards/2013/middle/c/m2301111.pdf>

2013 - ESEA / Federal Accountability System Link

<https://ed.sc.gov/data/esea/2013/school.cfm?SID=2301111>