

WAKE COUNTY PUBLIC SCHOOLS
Membership of School Improvement Team 2008 - 2011

SCHOOL: Reedy Creek MS
PRINCIPAL: Lawrence Jackson
DATE: March - 2008

CORE / LEADERSHIP TEAM MEMBERS:

Name:	SIP Responsibility / School-based job title:
Stephanie Raiford	Assistant Principal
Lawrence Jackson	Principal
Stacey Clemmons	Grade 6 Representative
Mark Angotti	Assistant Principal
Allison Fronckowiak	Social Studies Representative
Shibani Seibert	Grade 8 Representative
Vickie Sanderlin	Electives Representative
Aaron Crowell	Special Programs Representative
Mina Arias	ELL Representative
Tony Widder	Math Representative
Monica Phelps	Grade 7 Representative
Karla James	Language Arts Representative, Committee Chair
Bettie Hill	Healthful Living Representative
Steve Kibler	Science Representative

Oris Jones

CTE Representative

Robin Donegan

PTA Representative

WAKE COUNTY PUBLIC SCHOOLS
Mission, Vision, and Value Statements 2008-2011

SCHOOL: Reedy Creek MS
DATE: March - 2008

MISSION STATEMENT:

The Reedy Creek Middle School community will create a safe and positive environment that promotes high academic and social growth for all students.

VISION STATEMENT:

The Reedy Creek Middle School community will work to provide a quality education that prepares students to meet the academic and social challenges in an ever-changing world.

VALUE STATEMENT:

To achieve this mission we will:

- Recruit and retain highly qualified staff.
- Promote high academic and social expectations for all students.
- Work collaboratively to plan quality instruction that will make learning more meaningful through professional growth.
- Teach with a focus on learning.
- Commit to effective communication between school, home, and community.
- Provide a safe environment.
- Recognize and celebrate achievement and positive behavior.
- Promote respect for self, others, school, and community.
- Foster a sense of responsibility and accountability.

Wake County Public School System - School Improvement Planning
Summary of Goals, Key Processes and Action Steps 2008 - 2011 (Created 2008 - 2009)

Board Goal: *WCPSS students will demonstrate high academic growth; by 2014, all students will graduate on-time prepared to compete globally.*

SCHOOL: Reedy Creek MS

LEA: Wake County (920)

Strategic Directive: Focus on Learning and Teaching

State Board of Education Goal: Globally Competitive Students

SCHOOL GOAL: By 2011, the percentage of RCMS students scoring Level 3 or better as measured by the NC Writing Standards will increase by 5% each year.

GOAL MANAGER: Language Arts Department Chair

Data Justification for Goal based on a comprehensive needs assessment:

2007 NC Writing Test scores for grade 7.

Key Processes & Action Steps(2 Key Processes)

1 Key Process: Include writing in all classes.
Process Manager: 6th Grade SIT Representative and Social Studies Representative
Completion Date: May 2011
 NCDPI, Wake County ELS, Writing Across the Curriculum
Resources: Student readiness, planning time
Restrainers: Collect writing samples from each PLC each semester. Track attendance of staff development in eSchools.
Measurable Process Checks:

Action Steps

- 1 Action Step** Create a required writing folder in each class.
Timeline: From: 2008 To: 2011
- 2 Action Step** Provide at least three writing samples per semester for each core class; provide at least two samples per quarter in all other classes.
Timeline: From: 1/09 To: 6/11
- 3 Action Step** Check writing folders twice a year.
Timeline: From: 2008 To: 2011
- 4 Action Step** Provide data and staff development on writing across the curriculum.
Timeline: From: 2008 To: 2009

2 Key Process: Teacher collaboration to improve writing.

Process Manager: 8th Grade Representative and Electives Representative

Completion Date: May 2011

Resources: Common diagnostic and follow-up assessments, common planning time, Best Practices notebook, PLC lesson plans and activities.
Funding, scheduling

Restrainers: Review PLC feedback forms to check for inclusion of writing and analyzed writing data.

Measurable Process Checks:

Action Steps

- 1 Action Step** Continue working with PLCs monthly to develop lesson plans that focus on the writing process.
Timeline: From: 2008 To: 2011
 - 2 Action Step** Utilize common state rubrics for writing assignments at least one time per semester.
Timeline: From: 2008 To: 2009
 - 3 Action Step** Collect and analyze writing data in grade level PLCs on Data Days to remediate and enrich writing instruction.
Timeline: From: 2008 To: 2009
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Wake County Public School System - School Improvement Planning
Summary of Goals, Key Processes and Action Steps 2008 - 2011 (Created 2008 - 2009)

Board Goal: *WCPSS students will demonstrate high academic growth; by 2014, all students will graduate on-time prepared to compete globally.*

SCHOOL: Reedy Creek MS

LEA: Wake County (920)

Strategic Directive: Focus on Learning and Teaching

State Board of Education Goal: Globally Competitive Students

SCHOOL GOAL: By 2011, the percentage of RCMS students passing the NC EOG Reading test will increase by 2% each year.

GOAL MANAGER: Language Arts Department Chair

Data Justification for Goal based on a comprehensive needs assessment:

Current AYP results and 2007 NC EOG Reading test scores.

Key Processes & Action Steps(2 Key Processes)

1 Key Process: Include reading in all classes.
Process Manager: Language Arts Department Chair

Completion Date: May 2011

Resources: AR/STAR reports, Blue Diamond assessments, Staff Development for Reading Strategies, WIC-R, RCMS can access any conversions of positions permitted by the State or WCPSS
 Funding, resources, staff development

Restrainers: Collect and analyze Blue Diamond and AR reading data to track progress. Track attendance of staff development on eSchools. Review PLC feedback forms for inclusion of reading strategies.

Measurable Process Checks:

Action Steps

- 1 Action Step** Use class starters, textbooks, test items, and other activities to review reading strategies (Science World current events).
Timeline: From: 2008 To: 2009
- 2 Action Step** Develop vocabulary through planned activities and projects.
Timeline: From: 2008 To: 2009
- 3 Action Step** Plan staff development that focuses on reading strategies in science, social studies, math, and elective classes.
Timeline: From: 2008 To: 2009
- 4 Action Step** Continue working within PLCs to develop quality lesson plans that focus on reading.
Timeline: From: 2008 To: 2009

- 5 **Action Step** Collect and analyze reading data to remediate and enrich reading instruction.
Timeline: From: 2008 To: 2009
 - 6 **Action Step** Use ALP funds to provide a literacy coach for students scoring Level I or Level II on the past EOG Reading test.
Timeline: From: 2008 To: 2009
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2 **Key Process:** Differentiation to support the needs of every student.
Process Manager: AG Coordinator

Completion Date: May 2011

Resources: Staff Development, curriculum resources, test data, Compass, mentors/tutors, ALP, ASAP, SST, RCMS can access any conversions of positions permitted by the State or WCPSS
 Funding, resources, Staff Development

Restrainers: Progress will be assessed through teacher-made tests, lesson plans, classroom observations, rubrics, and student work samples.

Measurable Process Checks:

Action Steps

- 1 **Action Step** Utilize a variety of instructional strategies, rubrics, thinking processes, interdisciplinary units, CRISS, tiered assignments, and cooperative learning.
Timeline: From: 2008 To: 2009
 - 2 **Action Step** Plan staff development to assist staff with implementing instructional strategies that support the needs of ELL, Special Program students, AG students, Level 4 and other subgroups.
Timeline: From: 2008 To: 2009
 - 3 **Action Step** Expand student use of self-paced and interactive technology to provide academic remediation and enrichment.
Timeline: From: 2008 To: 2009
 - 4 **Action Step** Provide in-class support for focused interventions for ELL, Special Program students, Level I and Level II students.
Timeline: From: 2008 To: 2009
 - 5 **Action Step** Use flexible scheduling to provide for extended instructional time, active teaching strategies, and greater student involvement.
Timeline: From: 2008 To: 2009
 - 6 **Action Step** Utilize electronic resources to reinforce, remediate, or enrich SCOS.
Timeline: From: 2008 To: 2009
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Wake County Public School System - School Improvement Planning
Summary of Goals, Key Processes and Action Steps 2008 - 2011 (Created 2008 - 2009)

Board Goal: *WCPSS students will demonstrate high academic growth; by 2014, all students will graduate on-time prepared to compete globally.*

SCHOOL: Reedy Creek MS

LEA: Wake County (920)

Strategic Directive: Focus on Learning and Teaching

State Board of Education Goal: Globally Competitive Students

SCHOOL GOAL: By 2011, the percentage of RCMS students meeting and exceeding expected growth as measured by the NC EOG Mathematics test will increase by 2% annually.

GOAL MANAGER: Math Department Chair

Data Justification for Goal based on a comprehensive needs assessment:

2007 AYP results -- 65.8% of RCMS's student population were at or above grade level in math.

Key Processes & Action Steps(3 Key Processes)

1 Key Process: Math will be included in lessons across the curriculum.
Process Manager: Math Department Chair

Completion Date: May 2011

Resources: Math Department, Blue Diamond assessments, Staff Development for Math Strategies, WIC-R, Best Practices notebook, PLC notebook.
 Funding, resources, staff development, common planning times

Restrainers: Student progress will be assessed through the use of Math EOG testing, Blue Diamond assessments, classroom observations, and student work samples.

Measurable Process Checks:

Action Steps

- 1 Action Step** Include class starters, test items, and other activities to practice and apply math skills.
Timeline: From: 2008 To: 2009
- 2 Action Step** Collaborate across the curriculum to integrate math.
Timeline: From: 2008 To: 2009
- 3 Action Step** Utilize WIC-R strategies.
Timeline: From: 2008 To: 2009

2 Key Process: Teachers will collaborate to increase consistent math instruction and assessment.
Process Manager: Math Department Chair

Completion Date: May 2011

Resources: Common Diagnostic assessments, Blue Diamond assessments, PLC meetings at common planning times, Best Practices notebook, CASL, Data Team, Walk-through, Common Focus Lessons (Project Achieve).
Scheduling, funding.

Restrainers: Professional Learning Communities will develop quality lesson plans and assessments that measure learning outcomes.

Measurable Process Checks:

Action Steps

1 Action Step Use common diagnostic assessments to monitor student mastery of the SCOS and to provide leading indicators of student needs for early intervention.

Timeline: From: 2008 To: 2009

2 Action Step Share best practices that have been effective and catalog these practices.

Timeline: From: 2008 To: 2009

3 Action Step Collect and analyze data regularly and adjust instruction accordingly.

Timeline: From: 2008 To: 2009

4 Action Step Follow instruction calendar and utilize common pacing guides.

Timeline: From: 2008 To: 2009

5 Action Step Math and Science teachers will collaborate to incorporate scientific concepts into math calculations and work problems and mathematical concepts into scientific activities.

Timeline: From: 2008 To: 2009

3 Key Process: Teachers will utilize differentiation strategies to support the needs of every student.

Process Manager: AG Coordinator

Completion Date: May 2011

Resources: Staff development, curriculum resources, test data, Compass, mentors/tutors, ALP, ASAP, SST

Planning time, funding, personnel, licensure

Restrainers: Progress will be assessed through teacher-made tests, classroom observations,

Measurable Process Checks: rubrics, and student work samples.

Action Steps

1 Action Step Utilize a variety of instructional strategies, rubrics, thinking processes, interdisciplinary units, CRISS, tiered assignments, and cooperative learning.

Timeline: From: 2008 To: 2009

2 Action Step Plan staff development to assist staff with implementing instructional strategies that support the needs of ELL, Special Program students, AG students, Level 4 and other subgroups.

Timeline: From: 2008 To: 2009

3 Action Step Expand student use of self-paced and interactive technology to provide academic remediation and enrichment.

Timeline: From: 2008 To: 2009

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|----------|--------------------|--|
| 4 | Action Step | Provide in-class support for focused interventions for ELL, Special Program students, and Level I and Level II students. |
| | Timeline: | From: 2008 To: 2009 |
| 5 | Action Step | Use flexible scheduling to provide for extended instructional time, active teaching strategies, and greater student involvement. |
| | Timeline: | From: 2008 To: 2009 |
| 6 | Action Step | Utilize electronic resources to reinforce, remediate, or enrich SCOS. |
| | Timeline: | From: 2008 To: 2009 |
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Wake County Public School System - School Improvement Planning
Summary of Goals, Key Processes and Action Steps 2008 - 2011 (Created 2008 - 2009)

Board Goal: *WCPSS students will demonstrate high academic growth; by 2014, all students will graduate on-time prepared to compete globally.*

SCHOOL: Reedy Creek MS

LEA: Wake County (920)

Strategic Directive: Focus on Learning and Teaching

State Board of Education Goal: 21st Century Systems

SCHOOL GOAL: By 2011, 85% of RCMS students, parents, and staff surveyed will indicate that Reedy Creek Middle School is a safe, orderly, and caring school that promotes healthy habits for children.

GOAL MANAGER: Principal

Data Justification for Goal based on a comprehensive needs assessment:

Triple S Safe School, parent and student surveys, and SWIS data.

Key Processes & Action Steps(3 Key Processes)

- 1 Key Process:** Create a quality character education program that fosters self-discipline, confidence, responsibility, and citizenship.
- Process Manager:** Character Education Coordinator
- Completion Date:** May 2011
- Resources:** Wake County character education resource materials, community resources.
- Restrainers:** Funding, scheduling.
- Measurable Process Checks:** Create a student recognition program that highlights positive traits, using PBS bulletin boards, and the Save One Student program.
- Action Steps**
- 1 Action Step** School-wide charitable contributions.
- Timeline:** From: 2008 To: 2009
- 2 Action Step** Collaborate in professional learning communities character education "best practices/strategies."
- Timeline:** From: 2008 To: 2009
- 3 Action Step** Continue daily focus on character education utilizing school-wide announcements, recognitions, incentives, and guidance activities.
- Timeline:** From: 2008 To: 2009

- 2 Key Process:** Encourage healthy habits for staff and students.
- Process Manager:** Healthful Living Department Chair

Completion Date: May 2011

Resources: Community resources, WCPSS health resources, TriFit Health Assessment System, Million Mile Walk to Wellness, staff development, RCMS Wellness Center.
Scheduling, funding, personnel training, class size.

Restrainers: Use monthly logs, TriFit reports, heart rate monitors, and pedometers to assess student and staff progress. Use TWC survey to assess teacher satisfaction with their working environment.

Measurable Process Checks:

Action Steps

- 1 **Action Step** Increase awareness of health resources for staff and students.
Timeline: From: 2008 To: 2009
- 2 **Action Step** Sponsor programs and activities to promote staff wellness.
Timeline: From: 2008 To: 2009
- 3 **Action Step** Explore common interest to promote healthy relationships between students and staff.
Timeline: From: 2008 To: 2009
- 4 **Action Step** Provide a duty-free lunch and duty-free planning time for certified staff members.
Timeline: From: 2008 To: 2009

3 Key Process: Increase student's accountability for their actions.
Process Manager: PBS Committee Chair

Completion Date: May 2011

Resources: SWIS data, PBS incentive program, RCMS discipline card system, peer mediators, ThinkWave, community resources, Character Education resources.
Funding, scheduling

Restrainers: Use RCMS staff surveys, parent and student surveys, SWIS data, and SOAR matrix to encourage student responsibility.

Measurable Process Checks:

Action Steps

- 1 **Action Step** Provide opportunities to recognize and celebrate the efforts of students who demonstrate positive behavior.
Timeline: From: 2008 To: 2009
- 2 **Action Step** Establish and regularly communicate high expectations for student behavior to promote a safe and orderly environment.
Timeline: From: 2008 To: 2009
- 3 **Action Step** Seek partnerships with businesses, local agencies, and community leaders to reinforce the relevance of achievement and co-curricular activities.
Timeline: From: 2008 To: 2009
- 4 **Action Step** Implement school-wide discipline system that promotes student choice for responsible behavior.
Timeline: From: 2008 To: 2009

Wake County Public School System - School Improvement Planning
Summary of Goals, Key Processes and Action Steps 2008 - 2011 (Created 2008 - 2009)

Board Goal: *WCPSS students will demonstrate high academic growth; by 2014, all students will graduate on-time prepared to compete globally.*

SCHOOL: Reedy Creek MS

LEA: Wake County (920)

Strategic Directive: Systems and Structures to Support Schools

State Board of Education Goal: 21st Century Systems

SCHOOL GOAL: By 2011, RCMS will increase family, community, and business alliance participation in support for school sponsored events by 10% as measured by parent and community surveys.

GOAL MANAGER: Assistant Principal

Data Justification for Goal based on a comprehensive needs assessment:

Demographically more than 50% of our student population is ethnically diverse.

Key Processes & Action Steps(2 Key Processes)

- 1 Key Process:** Improve communication between school, home, and the community.
Process Manager: Assistant Principal
- Completion Date:** May 2011
- Resources:** PTA newsletter, school web site, Phone Messenger, Listserv (email system), student mailings, student handbook/agenda, Parent Information Night, ThinkWave, report cards, StARS, SWIS.
 Funding, resources.
- Restrainers:** Parent surveys, participation in the Business Alliance, Career Day, attendance and participation in school-wide activities will be used to improve communication.
- Measurable Process Checks:**
- Action Steps**
- 1 Action Step** Utilize on-line paper surveys to obtain feedback form parents, students, staff, and community.
Timeline: From: 2008 To: 2009
- 2 Action Step** Explore ways to improve survey participation rate among students and parents, i.e., distribute at Parent Information Night events or hold a contest among classes, etc.
Timeline: From: 2008 To: 2009
- 3 Action Step** Utilize communication systems such as email, ThinkWave, PTA newsletters, Phone Messenger, and Parent Information Night quarterly meetings to provide meaningful and timely information to parents regarding student performance, school news, etc.

- Timeline:** From: 2008 To: 2009
- 4 Action Step** Use banners, bulletin boards, PTA newsletter, and the annual recognition luncheon to recognize business and community involvement.
- Timeline:** From: 2008 To: 2009

- 2 Key Process:** Increase community involvement and visibility within the school.
- Process Manager:** Career Development Coordinator
- Completion Date:** May 2011
- Resources:** PTA, parent volunteers (field trips, cultural celebrations, field days, and awards day), Business Alliance, Career Day (all grades), YMCA.
- Restrainers:** Scheduling, funding.
- Measurable Process Checks:** Collect data to determine the number of participants and events and use surveys to assess the quality of services.

Action Steps

- 1 Action Step** Seek partnerships with businesses, local agencies, and community leaders to provide tutors to work after school with students who need extra support (ASAP, YMCA, Helping Hands Mentoring Program).
- Timeline:** From: 2008 To: 2009
- 2 Action Step** Host yearly receptions to show appreciation for parental, community, and business involvement.
- Timeline:** From: 2008 To: 2009
- 3 Action Step** Invite guest speakers from the community to reinforce the relevance of academics and future career goals.
- Timeline:** From: 2008 To: 2009
- 4 Action Step** Participate in team or grade level community service project.
- Timeline:** From: 2008 To: 2009
- 5 Action Step** Collaborate with Business Alliance to plan grade level activities with a career focus.
- Timeline:** From: 2008 To: 2009

Wake County Public School System - School Improvement Planning
Waiver Request - 2008 - 2011 (Created 2008 - 2009)

*Waivers should be related to school improvement.
Create a separate page for each waiver.*

School Name: Reedy Creek MS

Date of Request: March - 2008

School Year: 2008 - 2009

Waiver Requested: Reedy Creek Middle School requests a waiver for flexibility in class size.

Policy to be Waived: GS115.C.301

How will this waiver impact school improvement?

The waiver is requested to optimize the instruction of students and to accommofate students above the state's maximum class size limits.

Please indicate the type of waiver:

State

Local

Waiver requested on: 2008-03-14

Waiver status:

Wake County Public School System - School Improvement Planning
Summary Sheet of Professional Development Activities (Created 2008 - 2009)

School Name: Reedy Creek MS

For School Year: 2008 - 2009

Activity / Topic	Participants	Goal Supported
1. Closing the Gap with LEP's and SWD's	All staff	Goals 1, 2, and 3
2. Staff Fitness Challenge	All staff	Goal 4
3. PBS Team Building	All staff	Goal 4
4. Writing Across the Curriculum	All staff	Goal 1
5. Walk to Wellness	All staff	Goal 4
6. Relieving Your Stress	All staff	Goal 4
7. Professional Literature Circles	Certified teaching staff	Goal 2
8. Cruise to Excellence - Wave I and II	All staff	Goals 1, 2, 3

Wake County Public School System - School Improvement Planning
Summary Sheet of Professional Development Activities (Created 2008 - 2009)

School Name: Reedy Creek MS

For School Year: 2009 - 2010

Activity / Topic	Participants	Goal Supported
	All staff	
1. Walk to Wellness		Goal 4
2. PBS Refresh	All staff	Goal 4
3. Fitness for Life	All staff	Goal 4
4. Professional Literature Circles	Certified Teaching Staff	Goals 1,2, and 3
5. Cruise to Excellence- Waves I and II	Certified Teaching Staff	Goals 1, 2, and 3
6. Student Engagement Strategies	All staff	Goal 2
7. NC Writing Assessment and Moodle Training	All Certified Staff	Goal 1
8. The Master Teacher	All staff	Goals 1,2,3 and 5

Wake County Public School System - School Improvement Planning
Early Release Requests 2008 - 2011, Year

School Name: Reedy Creek MS

For School Year: _____

Date	Professional Development Activities	Status
1.		
2.		
3.		
4.		

Administrator notes: