

Community Unit School District 300 School Improvement Plan, 2018-2019

School Name	Carpentersville Middle School 100 Cleveland Avenue Carpentersville, IL 60110 Phone-224-484-2100
Principal Name	Asia Gurney
Mission and Vision	Mission: To ensure all students are college or career ready upon graduation. Vision: The vision of Community Unit School District 300 is to provide an exemplary education in a safe and rewarding environment.
School Improvement Team Members	Asia Gurney, Lori Marshall, Nichole Murphy, Janine Glenn, Danielle Hollenbeck, Dave Nowak, Shannon Riley, Sarah Koch, Maria Borrero, Lindsay Wagner, Katie White, Yesenia Cordero (community), Alex Ortega (parent), Manoli Valencia (community), Bess Kirch, Tim Radke, Kelli Hager, Damon Heikkinen
Cabinet Member Signature and Date	
Superintendent Signature and Date	
Board President Signature and Date	

Community Unit School District 300 School Improvement Plan, 2018-2019

District Goal #1: Develop Great Teachers and Leaders					
SIP Goal #1: SMART Goal					
Carpentersville Middle School will demonstrate improvement in the area of “Collaborative Teachers” by increasing from an overall score of 57 (average implementation) to a score of 61 (average implementation) as measured by the 2019 IL 5 Essentials Survey.”					
Target Group or Sub Group:					
All Department Level Professional Learning Communities (6 th , 7 th , and 8 th Grade)					
Rationale/Research: (Wise Ways or other)					
Teachers are organized into grade-level, grade-level cluster, or subject-area instructional teams. (Wise Way Indicator #1171) Instructional teams meet for blocks of time sufficient to develop and refine units of instruction and review student learning data. (Wise Way Indicator #1173) Instructional teams develop standards-aligned units of instruction for each subject and grade level. (Wise Way Indicator #1045) All teachers are guided by a document that aligns standards, curriculum, instruction, and assessment. (Wise Way Indicator #1063) Units of instruction include specific learning activities aligned to objectives. (Wise Way Indicator #1083)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD	Cost:	Funding Source:
Teachers will observe another teacher’s classroom to offer feedback and improve their own instruction based on the focus areas identified through the instructional review process; assessment practices, student engagement (ownership), differentiation (flexible grouping), vocabulary, and reading comprehension.	In progress - launched Fall 2016 - revised in 2017-2018; will continue 2018-2019	DLC and Math/Reading Coaches	School	\$0.00	PLC Time
Grade level Professional Learning Communities will work across grade levels by content to create and implement a CMS articulation plan (Grades 5-12).	In progress-launched Fall 2016 - continue into 2018-2019	Department Leadership Administrative team Math/Reading Coaches	School	\$0.00	PLC Time
Grade level Professional Learning Communities will utilize data protocols to analyze common formative assessment data from Galileo on progress towards mastery and to make instructional grouping decisions for Reteach/Enrich activities.	In progress - launched Fall 2016 - continued in 2017-2018 and will continue in 2018-2019	Department Leadership Administrative team Math/Reading Coaches	School	\$0.00	PLC Time
Department leaders along with the Discipline Committee will establish Collective Commitments that will be used building wide to increase Collective Responsibility.	Launched Fall 2018 - will continue in 2018-2019	Department Leadership Administrative team Discipline Committee	School	\$0.00	PLC Time
Team Leaders will create a climate survey to gather data on how to increase School Commitment.	Launched Fall 2018 - will continue in 2018-2019	Team Leadership Administrative Team	School	\$0.00	Team Time
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Grade level Professional Learning Community agendas, grade level data norms, grade level SMART Goals, data protocols, curricular calendar maps/pacing guides, teacher to teacher classroom visit schedule, reteach and enrich schedule, Critical Issues Team Survey.					
Baseline Data	Benchmark 1 - 2017	Benchmark 2 - 2018	Benchmark 3 - 2019		
5 Essentials Survey 2015 Average Implementation Overall Score of 57	5 Essentials Survey 2017 Less Implementation Overall Score of 38 Actual score 38	5 Essentials Survey 2018 Average Implementation Overall Score of 55 Actual score 44	5 Essentials Survey 2019 Average Implementation Overall Score of 61		

Community Unit School District 300 School Improvement Plan, 2018-2019

District Goal #2: Engage Family and Community					
SIP Goal #2: SMART Goal					
Carpentersville Middle School will demonstrate improvement in the area of "Involved Families" by increasing from an overall score of 23 (less implementation) to a score of 41 (average implementation) as measured by the 2019 IL 5Essentials Survey."					
Target Group or Sub Group:					
Title I Families					
Rationale/Research: (Wise Ways or other)					
School Leadership and primary caregivers engage in regular communication to provide mutual support and guidance between home and school for all aspects of student learning. (Wise Way Indicator #2341)					
The "ongoing conversation" between school personnel and primary caregivers is candid, supportive, and flows in both directions. (Wise Way Indicator #1115)					
The school regularly and clearly communicates with primary caregivers about its expectations of them and the importance of the "curriculum of the home." (Wise Way Indicator #1155)					
The principal offers frequent opportunities for stakeholders to voice constructive critique of the school's progress and suggestions for improvement. (Wise Way Indicator #1034)					
All school personnel work effectively and equitably with racially, culturally, linguistically, and economically diverse students. (Wise Way Indicator #2353)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District,	Cost:	Funding Source:
Title I family school liaisons will work together to plan 3 activities for all Title I buildings for the 17-18 and 18-19 school year based on the 2017 parent survey.	October 2017 for 2017-2018 May 2018 for 2018-2019	Family school liaisons and Title office	None	\$2500	School Title
CMS will use communication such as the CMS website, Parent Link, newsletters, virtual backpack, Twitter and Facebook to increase communication about the events with the families.	In progress - launched Spring 2016 - continued in 2017-2018 and will add on social media in 2018-2019	Family School Liaisons and Administration	none	none	N/A
CMS will include a parent education component in presentations at all school events.	In progress - launched Fall 2016 - continued in 17-18 and will add to in 18-19	Family School Liaisons and Administration	none	\$2,000.00	Building Budget
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
agendas from collaborative Title I parent nights, parent survey results, parent feedback form results, parent sign-in sheets, activity calendar, book study reflections					
Baseline Data	Benchmark 1 -Spring 2017	Benchmark 2-Spring 2018	Benchmark 3-Spring 2019		
5 Essentials Survey 2015 Less Implementation Overall Score of 23	5 Essentials Survey 2017 Less Implementation Overall Score of 25	5 Essentials Survey 2018 Less Implementation Overall Score of 30 Actual score 37	5 Essentials Survey 2019 Average Implementation Overall Score of 41		

Community Unit School District 300 School Improvement Plan, 2018-2019

District Goal #3: Equitable and Efficient Use of Resources					
SIP Goal #3: SMART Goal					
Carpentersville Middle School will demonstrate improvement in the area of "Teacher Influence," by Increasing from 54 (average implementation) to a score of 57 (average implementation) as measured by the 2019 IL 5 Essentials Survey.					
Target Group or Sub Group:					
Teachers and stakeholder groups					
Rationale/Research: (Wise Ways or other)					
All teams have written statements of purpose and guidelines for their operation. (Wise Way Indicator #1013)					
School Leadership identifies and allocates/reallocates resources needed for Learning Supports' implementation. (Wise Way Indicator #2344)					
The principal offers frequent opportunities for stakeholders to voice constructive critique of the school's progress and suggestions for improvement. (Wise Way Indicator #1034)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
CMS will grow its 21st Century Library Media Center material selection using teacher input.	Launched in May 2018 and will continue in 2018- 2019	Administration	School	\$5,000.00	Building Budget
Administration will provide professional development opportunities based on staff feedback.	Launched in 2017-2018 and will continue in 2018-2019	Administration	School	\$1000.00	Building Budget
Administrative team will seek feedback for developing the behavioral t-chart and discipline plan for the school through a discipline committee three times per year.	In progress - launched Fall 2016 continued in 2017-2018 and will continue in 2018-2019	Administration/PBIS Coaches	School	\$0.00	Discipline Committee
Administrative team will work with the safety team to seek feedback on how to develop ways we can make students feel safer in the bathrooms and hallways.	Launch Fall 2018 - will continue 2019-2020	Administration/Safety Team	School	\$0.00	Safety Team
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Staff meeting agendas, School Improvement Plan meeting agendas, staff feedback results regarding Library Media Center material, staff survey results regarding lunch and learn presentations, staff feedback results regarding behavior and discipline plan for the school.					
Baseline Data	Benchmark 1 Fall 2017	Benchmark 2 Fall 2018	Benchmark 2 Fall 2019		
5 Essentials Survey 2015 Average Implementation Overall Score 54	5 Essentials Survey 2017 Average Implementation Overall Score 41	5 Essentials Survey 2018 Average Implementation Overall Score 51 Actual score 47	5 Essentials Survey 2019 Average Implementation Overall Score 57		

Community Unit School District 300 School Improvement Plan, 2018-2019

District Goal #4: Develop the Whole Child					
SIP Goal #4: SMART Goal					
Carpentersville Middle School will demonstrate improvement in the area of "Supportive Environment in which the school is safe, demanding and supportive" by increasing from an overall score of 27 "less implementation" to a score of 43 "average implementation" as measured by the 2019 IL 5 Essentials Survey.					
Target Group or Sub Group:					
Students identified by the DESSA					
Rationale/Research: (Wise Ways or other)					
The school culture promotes and supports the academic, physical, social, emotional, and behavioral skill development and engagement of students. (Wise Way Indicator #2351) The environment of the school (physical, social, emotional, and behavioral) is safe, welcoming, and conducive to learning. (Wise Way Indicator #2348) The school culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel. (Wise Way Indicator #2352) All school personnel actively model and foster a positive school environment where students feel valued and are challenged to be engaged and grow cognitively. (Wise Way Indicator #2346)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District	Cost:	Funding Source:
A PBIS school based leadership team is established and represents the roles of an administrator, facilitator, data mentor, content specialist, parent and teachers from representative areas (e.g., general education, special education).	October 2017	Administrative Team	School	\$0.00	Universal Team
Students will actively participate in the planning and implementation of the PBIS Universal initiatives including celebrations, assemblies, and Cougar Store.	In progress - launched 2017-2018 - will continue in 2018-2019	PBIS Leadership Team	School	\$0.00	Universal Team
Teachers will continue to be exposed to Restorative Practice approaches.	In progress - launched Fall 2016 - continued in 2017-2018 and will continue in 2018-2019	Restorative Practice Team	School	\$0.00	Team Time Early Release In-service
CMS will implement an advisory program that addresses the needs of the whole child using Second Step and Universal Lessons based on behavioral data and survey results from the previous school year.	In progress - launched Fall 2016 - continued in 2017-2018 and will continue in 2018-2019	Advisory Leadership Team	School	\$0.00	Advisory Time on Early Release Days
The DREAM Team will develop and implement a data-driven systems team to monitor student behavior in order to make decisions about additional social/emotional interventions.	Launch 2018-2019	Administrative Team	District	\$0.00	Support Staff Meeting
The CMS Attendance Team will implement and monitor attendance CICO.	October 2018	Administrative Team	School	\$0.00	Attendance Meetings
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
The School-Wide PBIS Tiered Fidelity Inventory will be used to monitor the yearly progress of school-wide PBIS implementation. Success Academy 100 Day Plan will be established along with a data monitoring plan put into place and followed.					
Baseline Data	Benchmark 1 January 2017	Benchmark 2 January 2018	Benchmark 3 January 2019		

Community Unit School District 300 School Improvement Plan, 2018-2019

5 Essentials Survey 2017 Less Implementation Overall Score 27	5 Essentials Survey 2017 Average Implementation Overall Score 41 Actual score 41	5 Essentials Survey 2018 Average Implementation Overall Score 54 Actual score 39	5 Essentials Survey 2019 Average Implementation 43
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Goal #5: Academic Progress					
SIP Goal #5a: <i>ELA (Reading)</i> SMART Goal:					
Carpentersville Middle School will increase the percentage of students meeting or exceeding on the PARCC Reading assessment from 22% in 15-16 to 46% by 19-20. In the 18-19 school year, this increase will be an additional 11% (from 19% in 17-18 to 30% in 18-19); and finally in the 19-20 school year, this increase will be at least 16% (46%) - for an overall growth of at least 18% by the end of this three year period.					
Target Group or Sub Group:					
IEP: 3% (15-16) to 2% (17-18) to 26% (18-19) to 46% (19-20)		LEP: 1% (15-16) to 1% (17-18) to 26% (18-19) to 46% (19-20)			
Hispanic: 22% (15-16) to 19% (17-18) to 37% (18-19) to 46% (19-20)		Black: 14% (15-16) to 10% (17-18) to 30% (18-19) to 46% (19-20)			
Lowest Quartile: 0% (15-16) to 0% (17-18) to 30% (18-19) to 46% (19-20)					
Rationale/Research: (Wise Ways or other)					
IID10: Instructional Teams use student learning data to identify students in need of instructional support or enhancement. (Wise Way Indicator #1061)					
IID09: Instructional Teams use student learning data to plan instruction. (Wise Way Indicator #1060)					
IID06: Yearly learning goals are set for the school by the leadership team, utilizing student learning data. (Wise Way Indicator #1057)					
IID11: Instructional Teams review the results of unit pre-/post-tests to make decisions about the curriculum and instructional plans and to "red flag" students in need of intervention (both students in need of tutoring or extra help and students needing enhanced learning opportunities because of their early mastery of objectives). (Wise Way Indicator #1062)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible:	PD:	Cost:	Funding Source:
Students identified as EL will be placed in either an AVID Excel class or a Language Acceleration Elective Class which will meet five days a week for 40 minutes during the regular school day.	Launch 2018 - continued 2018-2019	EL Leadership	School	\$0.00	Team Time
School administration will provide paid time after school to teachers to receive additional professional development and PLC time to address the EL subgroup.	Launched 2017-2018-continue 2018-2019	Marshall, Perdomo, Gurney	School	\$2103.12	ESSA/SIG Fund
Students identified as having an IEP will be placed in a core plus more reading intervention class which will meet five days a week for 40 minutes during the regular school day and will be taught by a special education teacher.	Launched Fall 2018 - continued 2018-2019	Administration	School	\$0.00	N/A
School administration will provide paid time after school to receive additional professional development time to address the IEP subgroup and best practice strategies for the special ed sub group.	Launched Fall 2018 - continued 2018-2019	Glenn, Gambardella, Gurney	School	\$3,037.84	ESSA/SIG Fund
CMS coaches will provide professional development and instructional support on specific strategies targeting special education and EL subgroups using the AVID Excel sentence starters and physical gestures connecting content.	Fall of 2018-2019	Marshall, Glenn, Gambardella Literacy Coaches	School	\$0.00	PLC Time
CMS Literacy coaches will provide professional development and instructional support on moving from a 90 minute ELA block to a 60 minute ELA block with intentional focus on priority standards.	Launch 2018 - continued 2018-2019	Literacy Coaches	School	\$0.00	PLC Time

Community Unit School District 300 School Improvement Plan, 2018-2019

Monitoring Plan: How will you monitor the effectiveness of your strategy/action?			
Grade level Professional Learning Community meeting agendas and minutes, informal walkthroughs, formal observations, I-Ready and PARCC data			
Baseline Data	Benchmark 1	Benchmark 2	Benchmark 3
PARCC 15-16 21.4% meeting or exceeding	PARCC 17-18 29% meeting or exceeding	PARCC 18-19 37% meeting or exceeding	PARCC 19-20 46% meeting or exceeding

Goal #5: Academic Progress					
SIP Goal #5b: ELA (Writing) SMART Goal:					
Carpentersville Middle School will increase the percentage of students meeting or exceeding on the PARCC Writing assessment from 24.8% to 39% meets and exceeds by 19-20. In the 17-18 school year, this increase will be at least 4% (29%); in the 18-19 school year, this increase will be an additional 5% (34%); and finally, in the 19-20 school year, this increase will be at least 5% - for an overall growth of at least 14.2% by the end of this three year period.					
Target Group or Sub Group using ELA overall scores:					
IEP: 15.2% (15-16) to 23% (17-18) to 31% (18-19) to 39% (19-20)		LEP: 16.4% (15-16)to 24% (17-18) to 32% (18-19) to 39% (19-20)			
Hispanic: 25.2% (15-16) to 30% (17-18) to 34% (18-19) to 39% (19-20)		Black: 21.3% (15-16) to 27% (17-18) to 33% (18-19) to 39% (19-20)			
Lowest Quartile: N/A					
Rationale/Research: (Wise Ways or other)					
Instructional Teams use student learning data to plan instruction. (Wise Way Indicator #1060)					
The school culture supports teachers in practicing effective and responsive instruction to meet individual student needs. (Wise Way Indicator #2349)					
All teachers invite valid and reliable Learning Supports identified by their school leadership into their classrooms including but not limited to programs/strategies, co-teaching opportunities, and consultation. (Wise Way Indicator #2350)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
PD will be provided on how to give students feedback digitally.	Launched Fall 2017 - continued in 2018-2019	Writing Leadership Team	School	\$0.00	PLC Time
PLC teachers will teach students how to use various graphic organizers to organize their writing.	Launch 2018 - continue 2018-2019	Writing Leadership Team	School	\$0.00	PLC Time
PLC teachers will collectively grade student writing pieces to ensure consistent use of the district writing rubric three times per year (once with each common writing assignment).	Launch 2018 - continue 2018-2019	Writing Leadership Team	School	\$0.00	PLC Time
Through AVID Excel and Language Acceleration targeted writing support will be provided to EL students	Launch 2018 - continue 2018-2019	EL Leadership	School	\$0.00	Team Time
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Student work and protocols and student profiles					

Community Unit School District 300 School Improvement Plan, 2018-2019

Baseline Data	Benchmark 1	Benchmark 2	Benchmark 3
PARCC 15-16 24.8% meeting or exceeding	PARCC 17-18 29% meeting or exceeding	PARCC 18-19 34% meeting or exceeding	PARCC 19-20 39% meeting or exceeding

Goal #5: Academic Progress					
SIP Goal #5c: Mathematics SMART Goal:					
Carpentersville Middle School will increase the percentage of students meeting or exceeding on the PARCC Math assessment from 19.8% in 15-16 to 40% by 19-20. In the 18-19 school year, this increase will be an additional 14% (from 16% in 17-18 to 30% in 18-19): and finally, in the 19-20 school year, this increase will be at least 10% (40%) - for an overall growth of at least 20% by the end of this three year period.					
Target Group or Sub Group:					
IEP: 1% (15-16) to 1% (17-18) to 20% (18-19) to 40% (19-20)		LEP: 0% (15-16) to 1% (17-18) to 20% (18-19) to 40% (19-20)			
Hispanic: 20% (15-16) to 16% (17-18) to 27% (18-19) to 40% (19-20)		Black: 7% (15-16) to 4% (17-18) to 20% (18-19) to 40% (19-20)			
Lowest Quartile: 0% (15-16) to 0% (17-18) to 20% (18-19) to 40% (19-20)					
Rationale/Research: (Wise Ways or other)					
IID10: Instructional Teams use student learning data to identify students in need of instructional support or enhancement. (Wise Way Indicator #1061)					
IID09: Instructional Teams use student learning data to plan instruction. (Wise Way Indicator #1060)					
IID06: Yearly learning goals are set for the school by the Leadership Team, utilizing student learning data. (Wise Way Indicator #1057)					
IID11: Instructional Teams review the results of unit pre-/post-tests to make decisions about the curriculum and instructional plans and to "red flag" students in need of intervention (both students in need of tutoring or extra help and students needing enhanced learning opportunities because of their early mastery of objectives). (Wise Way Indicator #1062)					
Strategy/Actions to address goal:	Date by which this will be a reality:	Person(s) responsible :	PD:	Cost:	Funding Source:
CMS coaches will provide professional development and instructional support on specific strategies targeting special education and EL subgroups.	Fall of 2018-2019	Math Coaches	School	\$0.00	PLC Time
CMS math coaches will provide professional development and instructional support on moving from a 90 math block to a 60 minute math block with intentional focus on priority standards.	Launch Fall 2018 - continued in 2018-2019	Math Leadership Team Math Coaches	School	\$0.00	Team Time
Students with an IEP will be placed in a six week after school workshop to address closing the gap with grade level prerequisite math skills, math vocabulary, and math problem solving skills. Students will attend the workshop in two groups of 15 students after school two days a week for 90 minutes. The workshop will be co-taught by two special education teachers and two core instructional math teachers.	Launch Fall 2018 - continued in 2018-2019	Math Leadership Team	School	\$9,205.00	ESSA/SIG Fund
Implement and monitor the Algebra 1A curriculum and utilize math coaching resources as needed	Launch Fall 2018 - continued in 2018-2019	Math Leadership Team	School	\$0.00	Team Time

Community Unit School District 300 School Improvement Plan, 2018-2019

Monitoring Plan: How will you monitor the effectiveness of your strategy/action?			
Lesson Plans, i-Ready benchmarking data, calendar maps, Student data folders, PARCC and i-Ready math data			
Baseline Data	Benchmark 1	Benchmark 2	Benchmark 3
PARCC 15-16 19.8% meeting or exceeding	PARCC 17-18 27% meeting or exceeding	PARCC 18-19 34% meeting or exceeding	PARCC 19-20 40% meeting or exceeding

Goal #5: Academic Progress						
SIP Goal #5d: <i>Science</i> SMART Goal:						
By the end of the 2018-19 school year, CMS School student performance will increase by 10% overall on the Illinois Science Assessment (ISA), as compared to baseline data obtained from the 2015-16 Illinois Science Assessment. In the 2016-17 school year, this increase will be at least 3%; in the 2017-18 school year, this increase will be an additional 3%: and finally, in the 2018-19 school year, this increase will be at least 4% - for overall growth of at least 10% by the end of this three year period.						
Target Group or Sub Group:						
Eighth grade students						
Rationale/Research: (Wise Ways or other)						
Units of instruction will include specific learning activities aligned to objectives. (Wise Way Indicator #1083) Instructional Teams will use student learning data to plan instruction. (Wise Way Indicator #1060) Units of instruction will include pre-/post-tests to assess student mastery of standards-based objectives. (Wise Way Indicator #1048)						
Strategy/Actions to address goal:		Date by which this will be a reality:	Person(s) responsible to manage and monitor this activity:	PD: School, District, Or None	Cost:	Funding Source:
Professional Learning Communities will utilize common formative assessments to determine core areas of strength and needs for each student in order to determine how to implement the reteach and enrich process.		In progress - launched Fall 2016 - will continue in 2017-2018	Department Leaders	School	\$0.00	PLC Time
Professional Learning Communities will look at performance standards and determine the priority performance expectation. These expectations will be assessed with a common formative and then retaught or enriched.		May 2018	Grade level teachers	School	\$0.00	Early Release PD Days
Classroom instruction will demonstrate alignment with NGSS through the incorporation of Science and Engineering Practices (SEP) and Crosscutting concepts (CCC) that align with the topic.		May 2019	Grade level teachers	District Science Team	\$0.00	Early Release PD Days
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?						
Teacher documents in Haiku - grade level Haiku page, learning targets, pacing guides, agendas						
Baseline Data:						
Illinois State Science Test 15-16	Illinois State Science Test 17-18 increase of 3%	Illinois State Science Test 18-19 increase of 3%	Illinois State Science Test 19-20 increase of 4%			