

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



School Name	Dundee Middle School
Principal Name	Jeff Herb
Mission and Vision	Mission: To ensure all students are college or career ready upon graduation Vision: To provide an exemplary education in a safe and rewarding environment
School Improvement Team Members	Jeff Herb, Nikki Woodbury, Doug Kouri, Kristine Kniola, John Blomquist, Susan Wilson, Robyn Kovar, Sandy Carrozza, Judy Yuvan, Leanne Janis (Parent)
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					
By the end of the 2018-19 school year, Dundee Middle School will move from Average Implementation to More Implementation in the Collaborative Practices category of the 5Essentials Survey.					
Target Group or Subgroup:					
Leadership Team and Teachers at DMS					
Rationale/Research: (Wiseways or other)					
To continue in our progression of PLC implementation, it is important for teachers and leaders to continue reviewing instructional strategies, instructional practices, and assessment data to make the best instructional decisions for our students.					
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:
Develop plan to allow for observation of other teacher's classrooms	12/18	Instructional Leadership (Herb, Woodbury, Kouri)			
Teachers generate areas for which they would like peer feedback	3/19	Teachers, Departments			
Utilize standardized cross-team agenda to outline data discussions	10/17	Teachers, Administration			
Discuss and align instructional strategies based on student data and feedback	5/19	Instructional Leadership, Teachers			
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Cross-Team agenda template, Cross-team Connect meetings, Data Review					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
Score: 54 - Average Implementation (2017)	Winter 2018 Score 57	Winter 2019 Score 64			

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

District Goal #2: Engage Family and Community					
SIP Goal #2: SMART Goal					
By the 2018-2019 school year, Dundee Middle School will demonstrate improvement in the area of Parent Involvement by increasing the rating score from 46 to 56 as measured by the 2017 Illinois 5Essentials Survey.					
Target Group or Subgroup:					
Parents/Community					
Rationale/Research: (Wiseways or other)					
Parents are instrumental to our success. Making sure they are aware of what is happening at the building and the tools available to them at home to support their students is key in bridging an effective partnership.					
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:
Increase opportunities for positive feedback communication with families.	5/18	Admin Team, Department Reps, Teachers	None	None	
Utilize YouTube and Facebook to connect with families and share what is going on in the building (both academically and extracurricularly). Live events.	5/18	Admin, Teachers	None	None	
Conduct 15 “check-ins” with DMS families each month	5/19	Admin	None	None	
Promote volunteer opportunities at DMS via social media and RCS.	1/19	All staff	None	None	
Develop action list for parents we personally invite to conferences.	11/18	Herb	None	None	
Conduct home visits, hold parent meetings, and involve parents with absenteeism and truancy concerns proactively. Implement the new multi-tiered truancy process including interviews and completion of risk factor inventory.	1/19	Admin, SRO, Counselors	None	None	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Positive Referral program, Google Sheet for family contacts, Google Sheet for parents receiving personal invite to conferences.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
46 in 2016	Winter 2018 50	Winter 2019 56			

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

District Goal #3: Equitable and Efficient Use of Resources					
SIP Goal #3: SMART Goal					
By the end of the 2018-19 school year, Dundee Middle School will move from Average Implementation to More Implementation in the category of Teacher Influence on the Illinois 5Essentials Survey.					
Target Group or Subgroup:					
Staff at Dundee Middle School					
Rationale/Research: (Wiseways or other)					
Including stakeholders in decisions increases program coherence and support. Utilizing the resources existing in your organization leads to the development of a plan that is representative of what can actually be enacted and potentially successful.					
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:
Institute process for recommending large-scale building purchases or improvements and transparency in approval of those recommendations	10/18	Herb, Woodbury	School	NA	
Continue developing PLCs and demonstrate how autonomy exists within each team while still moving forward with the district/school focus.	ongoing	Herb, Woodbury, Kouri, Department Reps	School/District	NA	
Form ad-hoc committees as necessary to determine the needs of the building and course of action to provide support.	ongoing	Herb, Woodbury	School	NA	
DMS Administration to attend team meetings on a monthly basis.	ongoing	Herb, Woodbury, Kouri	NA	NA	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Develop a survey that addresses the tenets of the 5Essentials survey that focuses on Teacher Influence, attend team meetings					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
Score 53 (Average Implementation)	Winter 2018 59	Winter 2019 63			

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

District Goal #4: Develop the Whole Child					
SIP Goal #4: SMART Goal					
Increase the Academic Personalism score on the 5Essentials survey from Average Implementation in 2017 to More Implementation by the end of the 2018-2019 school year.					
Target Group or Subgroup:					
All students at DMS					
Rationale/Research: (Wiseways or other)					
Teachers connect with students in the classroom and support them in achieving academic goals.					
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:
Extended Learning Time (ELT) Lessons presented by teachers/Administration discussing how to get assistance from teachers and advocate for their learning.	12/18	Admin/ELT Teachers	School	none	
Continued staff PD regarding PLCs and how to best support students in and outside of the classroom	12/18	Admin (Herb, Woodbury)	School	none	
Look at individual student data to best support students via Data Review meetings taking place three times yearly.	ongoing	All staff	School	none	
Incorporate lessons on 1:1 technology and student ownership of learning. Develop ways for students to personalize learning using available technology and tools.	ongoing	DLCs, Admin Team, Teachers	School and District	none	
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
We will survey students via Google Forms and do frequent check-ins to gauge their perception.					
Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)		
56 (2015)	Fall 2016	Winter 2016	Spring 2017		

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

Goal #5: Academic Progress					
SIP Goal #5a: <i>ELA (Reading)</i> SMART Goal:					
By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 10% overall in the area of reading on the PARCC assessment, as compared to 43.9% of students meeting or exceeding standards on the 2015-16 PARCC assessment schoolwide. 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 an overall growth of at least 10% by the end of this three year period (53.9% meeting or exceeding standards).					
Target Group or Subgroup:					
Low Income: To improve PARCC reading from 26% to 53.9% by Spring of 2019. IEP: To improve PARCC reading from 7.9% to 53.9% by Spring of 2019. LEP: To improve PARCC reading from 14.3% to 53.9% by Spring of 2019. Hispanic: To improve PARCC reading from 35.9% to 53.9% by Spring of 2019. Black: To improve PARCC reading from 12% to 53.9% by Spring of 2019.					
Rationale/Research: (Wiseways or other)					
Serve the needs of all students by targeting deficits in our subgroups. Reading is a fundamental component of our core instruction, boosting skills in this area will have a positive impact in all content areas.					
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:
Tier 2 vocabulary instruction will be targeted in all ELA classes, and will be the focus of vocabulary instruction in all content areas	May 2019	Herb, School Psych, ELA teachers	District /School		
Identify the lowest quartile of students on the 2017 ELA PARCC Assessment. Provide appropriate interventions through i-Ready on-line instruction, individualized classroom support, and/or additional services through building interventionists/reading specialists/special education. Monitor the growth of the students using i-Ready diagnostic tools. Track the students' success on the 2018 ELA PARCC Assessment.	May 2019	Teachers/Psychologist/E ducation Services			
Focus cross-team meetings to continually determine	December 2018	Admin, Department			

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

growth towards power-standard mastery.		Reps, Teachers		
Build capacity of teachers to understand use of academic vocabulary and questioning using Costa's framework.	May 2019	Instructional Leadership, Dept Reps		
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?				
Data Review meetings and frequent discussion of i-Ready data. Review PARCC on yearly basis and adjust programs as needed.				
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)
Schoolwide	43.9%	Spring 2017 46.9%	Spring 2018 49.9%	Spring 2019 53.9%
Low Income	26%	Spring 2017	Spring 2018	Spring 2019
IEP	7.9%	Spring 2017	Spring 2018	Spring 2019
LEP	14.3%	Spring 2017	Spring 2018	Spring 2019
Hispanic	35.9%	Spring 2017	Spring 2018	Spring 2019
Black	12%	Spring 2017	Spring 2018	Spring 2019

Goal #5: Academic Progress					
SIP Goal #5b: <i>ELA (Writing)</i> SMART Goal:					
By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 3.2 points (10%) overall in the area of writing on the PARCC assessment, as compared to the school average of 31.7 on the 2016-17 PARCC assessment school wide. In the 2017-18 school year, this increase will be at least 3%; in the 2018-19 school year, this increase will be an additional 3%; and finally, in the 2019-20 school year, this increase will be at least 4% - for an overall growth of at least 10% by the end of this three year period (composite score of 42.3).					
Target Group or Subgroup:					
All School: 31.7 6th Grade: 31.1 7th Grade: 32.9 8th Grade: 31.1					
Rationale/Research: (Wiseways or other)					
Writing is a critical cross-curricular skill; enhancing writing aptitude leads to literacy proficiency increases in all content areas.					
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	Cost:	Funding Source:

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

			None		
Continue incorporating literacy skills across content areas (ELA -> SS, reading and writing in math)	Ongoing	All staff, District Literacy Director			
Common Assessments and data analysis within PLCs to determine convention and expression benchmarks and growth opportunities	Ongoing	All ELA teachers, SS teachers			
Review instructional and grouping practices in PLCs	5/19	All staff			
The second (2 nd) common writing assessment in Units 2 & 3 (scored with the common district rubric) will be implemented in google docs and teachers will give feedback digitally.	5/19				
Tier 2 vocabulary instruction will be targeted in all ELA classes, and will be the focus of vocabulary instruction in all content areas	5/19	All ELA teachers			

Monitoring Plan: How will you monitor the effectiveness of your strategy/action?

Utilize formative and summative writing samples from coursework to determine growth and better support teacher instruction. Use information from StudySync to guide practices.

Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)
Schoolwide	31.7	Spring 2017	Spring 2018	Spring 2019
6th Grade	31.1	Spring 2017	Spring 2018	Spring 2019
7th Grade	32.9	Spring 2017	Spring 2018	Spring 2019
8th Grade	31.1	Spring 2017	Spring 2018	Spring 2019

Goal #5: Academic Progress

SIP Goal #5c: *Mathematics* SMART Goal:

By the end of the 2018-19 school year, Dundee Middle School student performance will increase by 10% overall in the area of math on the PARCC assessment, as compared to 32.9% of students meeting or exceeding standards on the 2015-16 PARCC assessment schoolwide. 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 an overall growth of at least 10% by the end of this three year period (42.9% meeting or exceeding standards).

Target Group or Subgroup:

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

Low Income: Increase the students Meeting or Exceeding on PARCC Math from 13.5% to 42.9% by Spring 2019. IEP: Increase the students Meeting or Exceeding on PARCC Math from 7.9% to 42.9% by Spring 2019. LEP: Increase the students Meeting or Exceeding on PARCC Math from 0% to 42.9% by Spring 2019. Hispanic: Increase the students Meeting or Exceeding on PARCC Math from 21.7% to 42.9% by Spring 2019. Black: Increase the students Meeting or Exceeding on PARCC Math from 4% to 42.9% by Spring 2019.					
Rationale/Research: (Wiseways or other)					
Continue development of the mathematics program to ensure students are ready for higher level math courses in high school and beyond.					
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:
Implement and monitor the Algebra 1A curriculum and utilize math coaching resources as needed.	August 2019	Herb, AP, Math Rep			
Implement the D300 Special Education Math Instructional Model	May 2019	Math Department, Education Services			
Increase use of manipulatives in the classrooms as determined by instructional need.	May 2019	Math Department			
Certified staff (preferably EL staff) will provide before school and after school intervention programming in math for EL students.	September 2018	Teachers			
Provide targeted support for EL cohort in core classes (specifically math) at each grade level.	August 2018	Administration			
Mathematical discourse will increase from student to student to 50% of the class period.	May 2019	PLCs, Administration			
Teachers will utilize Desmos including creating their own lessons aligned to priority standards.	May 2019	Teachers			
Monitoring Plan: How will you monitor the effectiveness of your strategy/action?					
Utilize i-Ready data to develop actionable groups for intervention. Use PARCC and i-Ready to inform practice					
Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)	

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

Schoolwide	32.9%	Spring 2017 35.9%	Spring 2018 38.9%	Spring 2019 42.9%
Low Income	13.5%	Spring 2017	Spring 2018	Spring 2019
IEP	7.9%	Spring 2017	Spring 2018	Spring 2019
LEP	0%	Spring 2017	Spring 2018	Spring 2019
Hispanic	21.7%	Spring 2017	Spring 2018	Spring 2019
Black	4%	Spring 2017	Spring 2018	Spring 2019

Goal #5: Academic Progress					
SIP Goal #5d: <i>Science</i> SMART Goal:					
By the end of the 2018-19 school year, Dundee Middle 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 Subgroup:					
Low Income: TBA IEP: TBA LEP: TBA Hispanic: TBA Black: TBA					
Rationale/Research: (Wiseways or other)					
Science is a field that connects to literacy and math, and also stands alone as an important discipline study to prepare students for fields in engineering, medicine, and others.					
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:
Classroom instruction will demonstrate alignment with NGSS through the incorporation of instruction follows the 5-E model (Engage, Explore, Explain, Elaborate, Evaluate) over the course of a unit of study	5/19	Dept Rep, Science Teachers, Admin	School	none	

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

Classroom instruction will demonstrate alignment with NGSS through the incorporation of Science and Engineering Practices (SEP) that align with the topic.	12/18	Science Dept	School	none	
Classroom instruction will demonstrate alignment with NGSS through the incorporation of Crosscutting Concepts (CCC) that align with the topic.	5/19	Science Dept, Admin	School	none	
Cross-curricular work to enhance both math and reading skills in various settings.	5/19	Department Reps, Admin, Teachers	School	none	

Monitoring Plan: How will you monitor the effectiveness of your strategy/action?

Exam scores and common assessments across the department.

Target Group	Baseline Data	Benchmark 1 (Define date)	Benchmark 2 (Define date)	Benchmark 3 (Define date)
Schoolwide	TBA	Spring 2017	Spring 2018	Spring 2019
Low Income	TBA	Spring 2017	Spring 2018	Spring 2019
IEP	TBA	Spring 2017	Spring 2018	Spring 2019
LEP	TBA	Spring 2017	Spring 2018	Spring 2019
Hispanic	TBA	Spring 2017	Spring 2018	Spring 2019
Black	TBA	Spring 2017	Spring 2018	Spring 2019