

Mission

The mission of Mercer Middle School is to foster independent thinking and meet the evolving intellectual, physical, social and emotional needs of a diversified student body by providing a quality, transitional education in a safe, caring environment; promoting pride and respect; and building a bond among parents, staff, and the community that ensures no child is left behind.

Values

We believe that..

...every individual learns and achieves academically when provided with meaningful experiences, engaging and varied instruction, and challenging expectations.

...recognizing similarities and differences, appreciating differences and celebrating diversity enriches our lives.

...character and integrity are essential to developing a strong work ethic and responsible citizenship.

...personal ownership and service to the community promotes school pride and self worth.

...a safe, nurturing and inviting environment fosters a sense of personal belonging and mutual respect.

...the abilities to communicate and collaborate are critical to life-long success in any endeavor

...effort as well as accomplishment should be recognized and honored.

Process Definition

On August 26th 2010, the Mercer Middle School staff, using student achievement data and schoolsurvey data, worked together to modify and create a School Improvement Plan (SIP) for the 2010-2011 school year. Parents from the school community joined the staff as they worked in both heterogeneous and homogenous groupings to analyze data and complete appropriate Goals and Action Plans. The Mercer staff agreed that equity and school climate as well as student achievement continue to be integral parts of the school improvement plan. Action plans were specific to improving instructional strategies to best challenge all students.

A draft of this plan was submitted to Mrs. Barbara Nichols, Director of Middle School Education and the School Improvement Planning Team for review.


The final version of the School Improvement Plan was shared with the faculty, staff, PTA and the Mercer Community and is posted on the Mercer website.

The Mercer Management team will meet monthly and the School Improvement Planning Team will convene quarterly to review progress toward these SIP goals.











Student Achievement

92% of students will pass all SOL tests


Goals

 Exceed school board SOL pass rate target (Unadjusted)




Indicators


-  % All 6th grade students passing English SOL (Unadjusted)
-  % All 6th grade students passing Math SOL (Unadjusted)
-  % All 6th grade students passing Social Science SOL (Unadjusted)
-  % All 7th grade students passing English SOL (Unadjusted)
-  % All 7th grade students passing Math SOL (Unadjusted)
-  % All 7th grade students passing Social Science SOL (Unadjusted)
-  % All 8th grade students passing English SOL (Unadjusted)
-  % All 8th grade students passing Math SOL (Unadjusted)
-  % All 8th grade students passing Science SOL (Unadjusted)
-  % All 8th grade students passing Writing SOL (Unadjusted)

Action Plans




 Create an academic vocabulary program.

Tasks

-  Teachers meet during grade level and subject area release days
-  Using curricula, teachers will identify essential vocabulary for their core subject area
-  Using curriculum mapping document teachers will list the essential vocabulary for each section of their grade level curriculum


 Increase professional collaboration through common planning/release days.

 **Tasks**









-  Arrange and acquire substitute teachers
-  Create a release day calendar
-  Teachers collaborate and create common lessons and assessments


 Mercer staff will refocus the Equity Team to examine instructional strategies.

 **Tasks**

 Provide core instructional assistance for identified students.

 **Tasks**

-  Collaborate to develop strategies for helping at-risk students
-  Create remedial opportunities for after-school and Saturday.
-  Grade level data examined by department
-  Identify students who need assistance
-  Implement Study Island into math and English curricula
-  Provide additional support and remediation to students during resource
-  Provide teachers with SOL data for at-risk students
-  Use data from formative assessments to update students needing assistance

 Staff will participate in Learning Teams designed to collaborate and improve curriculum, instruction and assessment.

 **Tasks**


 Utilize and monitor Professional Peer Observations and Collaboration Processes

 **Tasks**









-  Each teacher will conduct two observations and collaborate regarding best practices








 **All schools will meet AYP (NCLB) requirements**

 **Goals**


 Exceed federal required SOL pass rates (AYP)

 **Indicators**




-  % All students passing Math SOL tests (AYP)
-  % All students passing Reading SOL tests (AYP)
-  % Average Daily Attendance (ADA) for schools (AYP)
-  % Black students passing the Math SOL test (AYP)
-  % Black students passing the Reading SOL test (AYP)
-  % Economically Disadvantaged students passing the Math SOL test (AYP)
-  % Economically Disadvantaged students passing the Reading SOL test (AYP)
-  % Hispanic students passing the Math SOL test (AYP)

-  % Hispanic students passing the Reading SOL test (AYP)
-  % Limited English Proficient students passing the Math SOL test (AYP)
-  % Limited English Proficient students passing the Reading SOL test (AYP)
-  % Special Education students passing the Math SOL test (AYP)
-  % Special Education students passing the Reading SOL test (AYP)
-  % White students passing the Math SOL test (AYP)
-  % White students passing the Reading SOL test (AYP)

 **Action Plans**


 Create an academic vocabulary program.

 **Tasks**









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-  Using curricula, teachers will identify essential vocabulary for their core subject area
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 **Tasks**

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 **Tasks**


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 **Tasks**






-  Each teacher will conduct two observations and collaborate regarding best practices

 **Exceed NCLB and VDOE requirements**


 **Goals**

-  Exceed state required pass rates for SOL tests (Accreditation)




 **Indicators**


-  % All students passing English SOL (Accreditation)
-  % All students passing History SOL (Accreditation)
-  % All students passing Math SOL (Accreditation)
-  % All students passing Science SOL (Accreditation)
-  % All students passing Social Science SOL tests (Accreditation)

 **Action Plans**





 Create an academic vocabulary program.


 **Tasks**

-  Teachers meet during grade level and subject area release days
-  Using curricula, teachers will identify essential vocabulary for their core subject area
-  Using curriculum mapping document teachers will list the essential vocabulary for each section of their grade level curriculum



 Create curriculum maps for all subject areas


 **Tasks**

-  Acquire subs for release days
-  Create schedule of release days for grade level meetings
-  Develop curriculum map framework
-  Grade level teams turn in drafts of curriculum maps four times per year




 Develop a systematic content review process for each core subject area


 **Tasks**

-  Each academic area/team will identify strategies to ensure that content is reviewed.
-  The Management Team will identify students needing additional assistance









 Increase professional collaboration through common planning/release days.

 **Tasks**

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 Provide core instructional assistance for identified students.

 **Tasks**

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-  Use data from formative assessments to update students needing assistance








 Utilize and monitor Professional Peer Observations and Collaboration Processes

 **Tasks**


-  Each teacher will conduct two observations and collaborate regarding best practices

 Increase SOL Advanced Proficiency pass rates(Governor's VIP)





 **Indicators**


-  % 8th grade students completed Algebra I or higher
-  % ALL students who scored at the advanced level on SOL English tests (Unadjusted)
-  % ALL students who scored at the advanced level on SOL History tests (Unadjusted)
-  % ALL students who scored at the advanced level on SOL Math tests (Unadjusted)
-  % ALL students who scored at the advanced level on SOL Reading tests (Unadjusted)
-  % ALL students who scored at the advanced level on SOL Science tests (Unadjusted)
-  % ALL students who scored at the advanced level on SOL Writing tests (Unadjusted)

 **Action Plans**




 Create curriculum maps for all subject areas


 **Tasks**

-  Acquire subs for release days
-  Create schedule of release days for grade level meetings
-  Develop curriculum map framework
-  Grade level teams turn in drafts of curriculum maps four times per year






 Develop and implement transition programs that encourage all middle school students to explore AP and honors courses at the high school level.

 **Tasks**

-  Contact feeder schools to assess need and develop concepts
-  Create action plans to improve transition
-  Implement and increase student contact time with feeder schools


 Develop and incorporate common assessments

 **Tasks**









-  Acquire subs for release days
-  Common assessments used in classrooms
-  Teams create Action Plans and staff development needs
-  Teams review student data from common assessments
-  Teams turn in drafts of common assessments


 Mercer staff will refocus the Equity Team to examine instructional strategies.

 **Tasks**

 Provide core instructional assistance for identified students.

 **Tasks**

-  Collaborate to develop strategies for helping at-risk students
-  Create remedial opportunities for after-school and Saturday.
-  Grade level data examined by department
-  Identify students who need assistance
-  Implement Study Island into math and English curricula
-  Provide additional support and remediation to students during resource
-  Provide teachers with SOL data for at-risk students
-  Use data from formative assessments to update students needing assistance


 Staff will participate in Learning Teams designed to collaborate and improve curriculum, instruction and assessment.

 **Tasks**


 Utilize and monitor Professional Peer Observations and Collaboration Processes

 **Tasks**


-  Each teacher will conduct two observations and collaborate regarding best practices

 Maintain or Improve Attendance Rate (AYP)





 **Indicators**


 % Average Daily Attendance (ADA) for schools (AYP)

 **Action Plans**


 Advertise, educate, and encourage students to participate in extracurricular activities.


 **Tasks**

-  Club sponsors will create clear club descriptions to be posted
-  Mercer Middle will hold multiple "Club Expo" opportunities for students to explore activities.
-  Mercer Middle will host a "Club Expo" for rising 6th graders.
-  Mercer Middle will post offerings on the main webpage.




 Conference with each individual child to determine appropriate academic plans.


 **Tasks**

-  Counselors will meet with each student individually

 Develop and implement transition programs that encourage all middle school students to explore AP and honors courses at the high school level.

 **Tasks**


-  Contact feeder schools to assess need and develop concepts
-  Create action plans to improve transition
-  Implement and increase student contact time with feeder schools

 Staff will create Action Plans specific to the prevention of bullying.

 **Tasks**

 Staff will develop action plans specific to service learning.


 **Tasks**

 Staff will develop action plans specific to student recognitions.

 **Tasks**

 Staff will develop action plans specific to student safety and movement.

 **Tasks**

 Staff will explore ways to improve student involvement in school activities.

 **Tasks**

-  Faculty will use SIP process to investigate methods to increase student involvement in activities



Health, Safety, and Wellness

Strengthen safe learning environments

Goals

- Improve climate of the overall school community

Indicators

- % decrease in the number of students who feel bullied during the school day
- % of all staff completing PD360 diversity training
- % of student body being recognized through Postive Behavior Management System
- % the number of students who feel safe during the school day

Action Plans

- Advertise, educate, and encourage students to participate in extracurricular activities.

Tasks

- Club sponsors will create clear club descriptions to be posted
- Mercer Middle will hold multiple "Club Expo" opportunities for students to explore activities.
- Mercer Middle will host a "Club Expo" for rising 6th graders.
- Mercer Middle will post offerings on the main webpage.

- Monitor progress toward common communication goals.

Tasks

- Teachers will implement standards for webpages

- Staff will develop action plans specific to service learning.

Tasks

- Staff will develop action plans specific to staff recognition.

Tasks

- Staff will develop action plans specific to student recognitions.

Tasks

- Staff will develop action plans specific to student safety and movement.

Tasks


- Staff will explore ways to improve student involvement in school activities.

Tasks




- Faculty will use SIP process to investigate methods to increase student involvement in activities


- Staff will participate in Learning Teams designed to collaborate and improve curriculum, instruction and assessment.

Tasks


 Staff will work to decrease the suspension rate for all students.


 **Tasks**

-  Administrative Team will explore intervention plans for identified students
-  Staff will continue to utilize PBS in recognizing positive behaviors
-  Staff will explore ways to positively involve students in activities


 Teachers will participate in Professional Goal Setting and Peer Observation.

 **Tasks**





-  Teachers will write and monitor Instructional and Professional goals

 Utilize and monitor Professional Peer Observations and Collaboration Processes





 **Tasks**

-  Each teacher will conduct two observations and collaborate regarding best practices






Goal Timeframe

-  Long-term
-  Medium-term
-  Short-term
-  Not Assigned





Action Plan Priority

-  High
-  Medium
-  Low
-  Not Assigned

Task Status

-  Draft
-  In-Progress
-  Cancelled
-  Postponed
-  Completed

Indicator Progress

-  On Target
-  Warning
-  Off Target
-  Not Assigned