School: Tomlinson Middle School 2018-2019

Smart Goal #1 Lesson plans will have clear goals that describe methods and differentiated strategies to address the needs of students who are English Language Learners, students receiving special education services and students who lack support for learning in the home environment. (Marzano Elements 47, 48 & 49)

Root Cause Analysis: Low success rate by high needs students on multiple assessment data points from the 2017-2018 school year.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Faculty will write SLOs/IAGDs aligned to this objective.	Faculty will focus on improving tier I instructional strategies to target these struggling learners.	Frequent Observations, Community Meetings, Department Meetings, and Faculty Meetings	Classroom grades, STAR testing, and District Assessments	Administration	9/2018 through 6/2019	Meeting times for reflection, data analysis, and professional development
Teachers will actively participate in school level data teams and district level department teams		Frequent Observations, Community Meetings, Department Meetings, and Faculty Meetings				Meeting times for reflection, data analysis, and professional development
Teachers will implement a variety of instructional		Frequent Observations, Community Meetings,				Meeting times for reflection, data analysis, and professional

strategies to support these groups of struggling learners.		Department Meetings, and Faculty Meetings				development. Provide resources.

Smart Goal #2 School Climate goal: All TMS students, staff, and parents will treat each other with respect. A minimum of 75% of school climate responses from the 18-19 survey will be in the agree/strongly agree categories.

Root Cause Analysis: The results from the 16-17 School Climate Survey were 70%. This result is unacceptable to establish a positive school climate.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Manage student behaviors through use of smart goals and rewards system.	Maintain a safe and respectful learning environment.	Weekly review by Administrative Guidance Group	Decrease in referrals for disrespectful behaviors	Dean/EIP Team	Weekly	Tomlinson Tickets and other rewards.
Develop and maintain clearly communicated Dean referral process.	Increase understanding of referral process by students and faculty.	Weekly review by Administrative Guidance Group	Increase in respectful behaviors			Time during faculty and Liaison meetings to communicate status of the process.
Communicate availability of School Climate Survey	Collect Data	9/2018 through 6/ 2019	Collect Data	Administration	9/2018 through 6/ 2019	Survey

Smart Goal #3: To improve the SRBI process for identifying students who struggle by creating and implementing a flow chart and protocol that is monitored monthly for fidelity.

Root Cause Analysis: A self-assessment to measure the effectiveness of our behavioral supports was conducted and goals were identified to improve our SRBI process in 2017-2018. This work is a continuation of work begun last school year.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Reflection and Review	Identify strengths/weaknesses	9/2017 through 6/ 2019	Results calculated by Dr. Duhon, EIP Consultant	Administration/EIP Team	9/2017 through 6/ 2019	Consultant and Access to OTISS Fidelity Assessment Tool
Review current interventions strategies		Monthly	Students are getting necessary services for success		Monthly	Staffing/Rooms/and Time
Develop improved interventions strategies based on the specific areas of weakness of our current students	Identify weaknesses	Weekly	Students are getting necessary services for success		Weekly	Staffing/Rooms/and Time
Create an SRBI flowchart	Provides clear communication of the process.	9/2018 through 6/ 2019	Create an SRBI flowchart	Administration/EIP Team	October 2018	Staffing/Rooms/and Time

Create forms that correspond with the flowchart	Provides clear communication of the process.	9/2018 through 6/ 2019	Create forms that correspond with the flowchart		October 2018	Staffing/Rooms/and Time
Proivde professional development arounbd the SRBI process and meeting format	Builds capacity of faculty and staff to provide quality interventions.	9/2018 through 6/ 2019	Increase frequency of instructional strategies that include Tier I interventions		October 2018	Pre-Referral Intervention Manual
Research to establish an agreed upon effective social emotional screen that can be used with all students in 7th grade.	Identify students who demostrate emotional/behavioral support	9/2018 through 6/ 2019	Agree upon effective social emotional screen that can be used with all students in 7th grade students.	School Counseling Staff	June 2019	Assessment Tool