

Germantown Middle Annual Plan (2021 - 2022)

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[G 1] Reading/Language Arts

Germantown Middle will increase ELA OTM proficiency rates as follows:

Performance Measure

TNReady Assessment District Formative Assessment: 70% on track/mastery

Strategy	Action Step	Person Responsible	Estimated Completion Date	Funding Source	Notes
<p>[S 1.1] Standard Aligned Core Instruction Provide daily access to a rigorous ELA curriculum, quality core instruction, and assessments aligned with the State's academic content standards.</p> <p>Benchmark Indicator Benchmark Indicator Quarterly District Common Formative Assessments - Fall, Winter, Spring (OT/M 70%+) Monthly Teacher-created CFA Data and Presentations Monthly Student Work Analysis Data Weekly Lesson Plan Feedback Weekly Data-Driven PLC Meeting Minutes Weekly Collaborative Planning Sessions Weekly Formal (TEM Rubric) and/or Informal Classroom Observations using the Educational Epiphany Classroom Walkthrough Protocol by Administration and ILT members Monthly Peer Feedback Forms Monthly TN Standards Tracker Audits</p>	<p>[A 1.1.1] Improve Student Achievement Teachers and leaders will seek new practices and strategies to ensure that the needs of our students are addressed daily utilizing resources provided through Title I. Leaders will provide data dig opportunities for teachers to analyze data and/or also visit other schools for increased collaboration and professional development provided with Title I funds.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>	<p>05/06/2022</p>		
	<p>[A 1.1.2] Provide Opportunities for All Students - including At Risk, ELLs All students including subgroups will be provided with high-quality instructional strategies and resources (RTI, RTIB2, targeted interventions,</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP,</p>	<p>05/06/2022</p>		

	<p>small group instruction) that are tailored to their needs and ability levels.</p>	<p>Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>			
	<p>[A 1.1.3] Purchase Educational Resources Additional resources, including but not limited to digital resources, will be purchased with Title I funds to improve reading achievement. More high-interest texts will be added to help bolster student engagement in Reading.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>	05/06/2022		
<p>[S 1.2] Professional Development Provide and encourage ongoing, high-quality professional development at the District and school</p>	<p>[A 1.2.1] Deliver School-level Professional Development Ongoing targeted professional development will be</p>	<p>Lisa Burton-Principal, Erica</p>	05/06/2022		

<p>level for school leaders, teachers, and other instructional staff that focuses on changing instructional practices that result in improved student performance. Also, provide professional development for teachers to incorporate effective student engagement strategies and social-emotional learning techniques to ensure students are motivated in the learning environment.</p> <p>Benchmark Indicator Quarterly District Common Formative Assessments - Fall, Winter, Spring (OT/M 70%+) Monthly Teacher-created CFA Data and Presentations Monthly Student Work Analysis Data Weekly Lesson Plan Feedback Weekly Data-Driven PLC Meeting Minutes Weekly Collaborative Planning Sessions Weekly Formal (TEM Rubric) and/or Informal Classroom Observations using the Educational Epiphany Classroom Walkthrough Protocol by Administration and ILT members Monthly Peer Feedback Forms Monthly TN Standards Tracker Audits Bi-weekly Instructional Leadership Team (ILT) meetings Monthly New Teacher Mentor Meeting Minutes Monthly Zone meetings School Equity Walks Feedback (if chosen) Professional Learning Zone (PLZ) transcript data (ongoing)</p>	<p>implemented to define effective strategies for increasing student achievement. School administrative staff will identify and invite a cadre of highly effective teachers and presenters to deliver reading professional development to peers. Bi-Monthly content-specific PLC meetings will provide opportunities for peer observations, sharing strategies, and receiving informal feedback from peers. Vendor-provided professional development will be retained to deliver strategies for positive student engagement and social-emotional learning.</p>	<p>Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>			
	<p>[A 1.2.2] Provide Professional Development Opportunities for Instructional Leaders The GMS instructional leadership team will attend zone meetings, district professional development sessions designed for leaders, as well as, targeted virtual educational conferences to ensure they are equipped to provide the necessary training to the GMS faculty. It is important that they maintain high skill levels and are in-tuned to the advancements in the educational arena in order to effectively train others.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator,</p>	<p>05/06/2022</p>		

		Dee Gray, Carla Richardson, Christina Long, Michelle Augustus- Instructional Leadership Team			
	<p>[A 1.2.3] Increase Parental Involvement and Engagement</p> <p>Administrative staff and teachers will provide training and resources for parents to assist their children in building reading comprehension and fluency. Administrative staff will communicate to parents the strategies and resources used in the delivery of reading instruction at GMS.</p> <p>Administrative staff will provide training to parents in understanding the TN State Standards and other district-wide and state assessment measures.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey- PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus- Instructional Leadership Team</p>	05/06/2022		
<p>[S 1.3] Targeted Intervention and Personalized Learning</p> <p>Provide academic interventions and personalized learning activities that are designed to meet the individual needs of the student and provide a learning pace and instructional approaches to meet the needs of each learner.</p> <p>Benchmark Indicator</p>	<p>[A 1.3.1] Implement RTI2- Tier II and Tier III Instruction with Fidelity</p> <p>GMS will implement intervention measures in accordance with RTI2 to incorporate the MEALS components (Multisensory • Explicit • Aligned to Student Need • Language-Based • Systematic and Cumulative) to provide quality small group instruction and ensure that timely assistance is given to students that struggle academically. GMS</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Tonya Yancey- PLC Coach</p>	05/16/2022		

<p>Weekly and Bi-Weekly Progress Monitoring using Fast Bridge Illuminate (RTI2 Intervention tool) Semesterly iReady Reading Diagnostic Results Monthly Reading Intervention Fidelity Checks Monthly Teacher Common Formative Assessments Data Digs Quarterly District Common Formative Assessments - Fall, Winter, Spring (OT/M 70%+) EOY TNReady Assessment meeting AMOs</p>	<p>will develop and implement procedures for fidelity monitoring to include data/usage review and classroom observations in Tier I, Tier II, and Tier III.</p>				
	<p>[A 1.3.2] Purchase Additional Resources Resources will be purchased for struggling students to improve reading achievement. To assist with student engagement, more high-interest text and technology will be purchased.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach</p>	<p>05/16/2022</p>		

[G 2] Mathematics

Germantown Middle will increase MATH OT/M proficiency rates as follows:

Performance Measure

TNReady Assessment District Formative Assessment (Mastery Connect) - 70% on track/mastery

Strategy	Action Step	Person Responsible	Estimated Completion Date	Funding Source	Notes
<p>[S 2.1] Standard Aligned Core Instruction By spring 2022, GMS will improve 6-8 mathematics. We believe the improvement in this area can continue based on work done in the prior years including the implementation of a rigorous math curriculum that requires students to apply all shifts to real-world applications and the execution of targeted professional development to support math. GMS teachers will continue to plan and execute standard aligned lessons with intentionality.</p> <p>Benchmark Indicator</p>	<p>[A 2.1.1] Improve Student Achievement in Math Teachers and coaches will seek new practices and strategies to ensure that the needs of our students are addressed daily utilizing digital and physical resources provided through Title I. Leaders will provide data dig opportunities for teachers to analyze data and also visit other schools to increase collaboration and professional development provided with Title I funds.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray -</p>	<p>05/06/2022</p>		

<p>Quarterly District Common Formative Assessments - Fall, Winter, Spring (OT/M 70%+)Monthly Teacher-created CFA Data and PresentationsMonthly Student Work Analysis DataWeekly Lesson Plan FeedbackWeekly Data-Driven PLC Meeting MinutesWeekly Collaborative Planning SessionsWeekly Formal (TEM Rubric) and/or Informal Classroom Observations using the Educational Epiphany Classroom Walkthrough Protocol by Administration and ILT membersMonthly Peer Feedback FormsMonthly TN Standards Tracker Audits</p>		<p>Instructional Leadership Team</p>			
	<p>[A 2.1.2] Provide Opportunities for ALL students- including At Risk Students, ELLs All students including subgroups will be provided with high-quality instructional strategies and resources (RTI, RTIB2, targeted interventions, small group instruction) that are tailored to their needs and ability levels. Teachers will incorporate the MEALS components (Multisensory, Explicit, Aligned to Student Need, Language-Based, and Systematic and Cumulative) to provide quality small group instruction.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey- PLC Coach,</p>	<p>05/06/2022</p>		
	<p>[A 2.1.3] Provide Additional Resources To improve student achievement in Math, additional resources will be purchased with Title I funds. These resources will include but are not limited to digital and print resources, physical manipulatives, and equipment such as 3D printers.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey- PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray -Instructional Leadership Team</p>	<p>05/06/2022</p>		

<p>[S 2.2] Professional Development Provide and support ongoing, high-quality professional development at the District and school level for school leaders, teachers, and other instructional staff that focuses on changing instructional practices that result in improved student performance.</p> <p>Benchmark Indicator Quarterly District Common Formative Assessments - Fall, Winter, Spring (OT/M 70%+) Monthly Teacher-created CFA Data and Presentations Monthly Student Work Analysis Data Weekly Lesson Plan Feedback Weekly Data-Driven PLC Meeting Minutes Weekly Collaborative Planning Sessions Weekly Formal (TEM Rubric) and/or Informal Classroom Observations using the Educational Epiphany Classroom Walkthrough Protocol by Administration and ILT members Monthly Peer Feedback Forms Monthly TN Standards Tracker Audits Bi-weekly Instructional Leadership Team (ILT) meetings Monthly New Teacher Mentor Meeting Minutes Monthly Zone meetings School Equity Walks Feedback (if chosen) Professional Learning Zone (PLZ) transcript data (ongoing)</p>	<p>[A 2.2.1] Deliver School Level Professional Development Ongoing targeted professional development will be implemented to define effective strategies for increasing student achievement. School administrative staff will identify and invite a cadre of highly effective teachers and presenters to deliver mathematics professional development to peers. Bi-Monthly content-specific PLC meetings will provide opportunities for peer observations, sharing strategies, and receiving informal feedback from peers.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray-Instructional Leadership Team</p>	<p>05/06/2022</p>		
	<p>[A 2.2.2] Provide Training for Working With ELL, SWD, At-Risk Students Teachers will receive training and attend workshops on maximizing instruction and learning for ELL, SWD, and At-Risk students using Title I Funds. This training may be on the school level, district level, or vendor-led.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray-</p>	<p>05/06/2022</p>		

		Instructional Leadership Team			
	<p>[A 2.2.3] Provide Professional Development Opportunities for Leaders</p> <p>The GMS instructional leadership team will attend zone meetings, district professional development sessions designed for leaders, as well as, targeted educational conferences to ensure they are equipped to provide the necessary training to the GMS faculty. It is important that they maintain high skill levels and are in-tuned to the advancements in the educational arena in order to effectively train others.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>	05/06/2021		
	<p>[A 2.2.4] Increase Parental Involvement and Engagement</p> <p>Administrative staff and teachers will provide training and resources for parents to assist their children in building problem-solving skills. Administrative staff will communicate to parents the strategies and resources used in the delivery of math instruction at GMS. Administrative staff will provide training to parents in understanding the TN State Standards and other district-wide and state assessment measures.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray-Instructional</p>	05/06/2022		

		Leadership Team			
<p>[S 2.3] Targeted Interventions and Personalized Learning Provide academic interventions and personalized learning activities that are designed to meet the individual needs of the student and to provide a learning pace and instructional approaches that meet the needs of each learner.</p> <p>Benchmark Indicator Weekly and Bi-Weekly Progress Monitoring using Fast Bridge Illuminate (RTI2 Intervention tool) Semesterly iReady Reading Diagnostic Results Monthly Math Intervention Fidelity Checks Monthly Teacher Common Formative Assessments Data Digs Quarterly District Common Formative Assessments - Fall, Winter, Spring (OT/M 70%+) EOY TnReady Assessment meeting AMOs</p>	<p>[A 2.3.1] Implement RTI2- Tier II and Tier III Instruction with Fidelity GMS will implement intervention measures in accordance with RTI2 to incorporate the MEALS components (Multisensory • Explicit • Aligned to Student Need • Language-Based • Systematic and Cumulative) to provide quality small group instruction and ensure that timely assistance is given to students that struggle academically. GMS will develop and implement building procedures for fidelity monitoring to include data/usage review and classroom observations in Tier I, Tier II, and Tier III.</p>	Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach	05/16/2022		
	<p>[A 2.3.2] Provide Additional Resources Additional resources will be purchased for students to improve math achievement. Teachers will continue to use IXL, as well as the free sites, Delta Math (8th grade) and Khan Academy as digital resources. Also, each student needs access to math manipulatives to ensure multi-sensory learning is feasible for all students.</p>	Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach	05/06/2022		
<p>[G 3] Safe and Healthy Students Germantown Middle will cultivate a positive climate to ensure that students will have equal access to a safe learning environment. Based on the performance of GMS in the areas of discipline and attendance, the continued focus on improving attendance through positive disciplinary programs will continue to move us towards our goals.</p> <p>Performance Measure Power BI data PowerSchool data SART documentation for at-risk students</p>					
Strategy	Action Step	Person Responsible	Estimated Completion Date	Funding Source	Notes

<p>[S 3.1] Attendance and Behavior Interventions and Supports Implement targeted interventions and support programs as well as initiatives that address chronic absenteeism and identified behavioral needs to provide appropriate student supports.</p> <p>Benchmark Indicator Quarterly Parent/Student Surveys Monthly RTI2B Meetings Minutes Monitor RTIB2 PLan Success/Challenges Quarterly Monthly attendance and suspension data Monthly student discipline reports Monitor BryteBites DataBase Monthly Monitor PowerBI Monthly Quarterly SEL CPL CEL Rubric</p>	<p>[A 3.1.1] Utilize Progressive Discipline Utilize progressive disciplinary steps and specialized intervention supports (RTIB2) in an effort to decrease behavior referrals. Behavioral referrals can go to the school counselor, school social worker, or behavior specialist depending on the student's needs to avoid out-of-school suspensions. Students will work with these specialized services to improve their behavior over time.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>	<p>05/27/2022</p>		
	<p>[A 3.1.2] Implement Preventive Interventions Implement support programs and initiatives that address identified behavioral needs and provide appropriate student supports to prevent students from exhibiting inappropriate behaviors. Such programs will be used to help students avoid becoming chronically absent and/or becoming "frequent flyers" with Administrative referrals.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-</p>	<p>05/27/2022</p>		

		Instructional Leadership Team			
<p>[S 3.2] Professional Development Provide/allow participation in ongoing, high-quality professional development at the District and school levels for school leaders, teachers, and other instructional staff to focus on changing instructional and behavioral practices and social-emotional learning that result in improved student attendance and behavior.</p> <p>Benchmark Indicator Quarterly Parent/Student Surveys Quarterly Peer Observations Weekly walk-through feedback Monthly attendance and suspension data Monthly student discipline report</p>	<p>[A 3.2.1] Increase Student Engagement Targeted professional developments will be implemented to define effective strategies for increasing student engagement and achievement. School administrative staff will identify and invite a cadre of highly effective teachers and presenters to deliver professional development to peers. The instructional leadership team will provide professional development on how to effectively combine the use of curriculum, technology, and teaching strategies, including the Personalized Learning Pathways model, to motivate students to take ownership of their education, ultimately increasing student engagement.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>	05/27/2022		
	<p>[A 3.2.2] Provide Social-Emotional Learning Professional Development Opportunities As a result of the additional stresses of Covid-19, it is important to help our counselors and leaders participate in professional development conferences geared towards Social Emotional Learning (SEL). We would use Title I funding to pay registration, travel, and/or accommodation fees to these conferences.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson,</p>	05/27/2022		

		Christina Long, Michelle Augustus- Instructional Leadership Team			
<p>[S 3.3] Parent, Family, and Community Engagement Promote effective parent, family, and community engagement activities that support safe schools with increasing student attendance positively impacting the overall academic success of students.</p> <p>Benchmark Indicator Quarterly Parent/Student Surveys Monthly attendance and suspension data Monthly student discipline reports Monitor PowerBI Monthly</p>	<p>[A 3.3.1] Conduct Annual Title I Parent Meetings School leaders will conduct two - Annual Title I Parent meetings to inform parents of state, district, and school-wide expectations and their rights as parents of a Title I school. The meetings will be divided into AM and PM meetings to attract maximum participation. School leaders will also advise parents to be watchful of additional opportunities to become involved with the school which includes the following: Attend school events Visit the classrooms and our school website Volunteer to help Join parents' organizations Attend Parent-Teacher Conferences Keep teachers informed of events that might affect their child's work or behavior Participate in our monthly School Improvement Planning meetings</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey- PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus- Instructional Leadership Team</p>	05/27/2022		
	<p>[A 3.3.2] Increase Parent Involvement and Engagement Parents are invited to join GMS Parent-Teacher-Student Organization and to volunteer at GMS in various capacities, such as coaching or assisting with programs. GMS will also invite parents to participate in Career Fairs and Open Houses. To further increase parental involvement, GMS will survey parents to capture their interests so that programs can be developed to meet the needs of our current stakeholders. School leaders will also meet with parents of</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey- PLC Coach, Tiffany Hardimon-Optional Coordinator,</p>	05/27/2022		

	<p>chronically out-of-school students to offer interventions to keep students safe and in school. RTIB2 plan will be posted for parents on the school's web page and reviewed during semi-annual parent events in small group settings.</p>	<p>Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>			
	<p>[A 3.3.3] Host Parent-Teacher Conferences Germantown Middle will provide opportunities for parents to discuss academics with their child's teachers. Teachers will inform parents of their student's achievements and provide ways to help their child at home.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus-Instructional Leadership Team</p>	<p>05/27/2022</p>		
	<p>[A 3.3.4] Provide Data Training Programs GMS will provide training to parents in understanding the TN State Standards and other district-wide and state assessment measures. GMS will provide test-taking strategies and additional resources to inform parents of state, district, and school-wide expectations for attendance and behavior as well. Parents will be invited to Educational Parent Sessions to learn more about</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey-PLC Coach, Tiffany</p>	<p>05/27/2022</p>		

	<p>how GMS works to improve the academic and social aspects of the learning environment based on student data.</p>	<p>Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus- Instructional Leadership Team</p>			
	<p>[A 3.3.5] Host Celebratory Programs Parents will be invited to assemblies to join in the celebration of their child's academic and extra-curricular accomplishments, such as Honor's programs, band performances, homecoming events, sports banquets, and a Black History program.</p>	<p>Lisa Burton-Principal, Erica Tucker-AP, Keneal Odum-AP, Tonya Yancey- PLC Coach, Tiffany Hardimon-Optional Coordinator, Dee Gray, Carla Richardson, Christina Long, Michelle Augustus- Instructional Leadership Team</p>	<p>05/27/2022</p>		