

SCHOOL IMPROVEMENT PLAN

2008-2011

Charles P. Murray

Rigor

Relevance

Relationships

New Hanover County Schools

School Improvement Team Representatives

Name	Grade Level, Department and/or Subcommittee	Demographic Information
Amanda Life	Sixth	White/Female
Brianne Hoff	Seventh	White/Female
Chris Courie	Eighth	
Hilary Peoples	Arts Education	White/Female
Carolynn Pearson	CTE	White/Female
Janice Clark	Health/PE/AVID	White/Female
Ginger Turner	Special Education	White/Female
Brian Jones	Student Support Services	Black/Male
Amy Smith	Instructional Support	White/Female
Patrick McCarty	Administration	White/Male
Karen Willard	Parent	White/Female
TBA	Paraeducators	
Ridge Turner	Chairperson	White/Male
Cyndy Bliss	Globally Competitive Students & Healthy and Responsible Students	White/Female
Pam Smith	21 st Century Professionals	White/Female
	21 st Century Systems	White/Male
Kathy Curletti	Title 1	White/Female
Octavio Fragoso	Technology/Media Advisory	White/Male
Jessica Wells	Wellness	White/Female

Members of the school improvement team were voted on by their respective departments and grade levels. The School Improvement Plan was presented to the entire faculty and staff. Staff members were provided with secret ballots and chose to approve the plan with a vote of 55-3.

Strategic Planning

Instructions for Identifying School Goals: Based on data analysis, identify at least one priority improvement goal. School goals should be aligned to the State Board of Education Goals and the district theme of Rigor, Relevance, and Relationships.

School Mission: Murray Middle School will be a safe and supportive learning environment where the community works together as a team to provide all students with skills to be life long learners in a technological global society.

Goal established by the State Board of Education	School's Priority Improvement Goals	Result Measures
Goal 1 Globally Competitive Students	By 6/30/10, and annually thereafter, Murray Middle school students in each AYP subgroups will meet or exceed NHCS average growth by subgroups as measured by the End of Grade test results.	NC EOG Scores
Goal 2 21 st Century Professionals	By 6/30/10, an annually thereafter, 95% of Murray Middle School faculty will demonstrate proficiency in utilization of CITW practices as determined by pre and post TeachScapes management.	TeachScapes Reports indication CITW strategy usage Teacher Survey
Goal 3 Healthy and Responsible Students	By 6/30/10, and annually thereafter, disciplinary infractions and out of school suspension be reduced by 10% as determined by NC Wise records with the prior year	Student Survey Results
Goal 4 Leadership Capacity	By 6/30/10, Teacher involvement in leadership roles will increase allowing all certified members of the staff to participate in school leadership roles. results will improve on the TWC (Teacher Working Conditions) survey in the area of leadership development and professional development as determined by comparison with prior year's results	Teacher evaluations, survey results Staff Survey Results

Goal 5
Planning and Operational
Effectiveness

By 6/30/09, analysis of resource utilization will indicate alignment with school goals and objectives as determined by established resource management criteria.

Resource analysis and performance matrix

Systemic School Improvement Plan (Action Plan)

SBE Goal: Globally Competitive Students

School Priority Goal: By 6/30/09, and annually thereafter, Murray Middle school students in each AYP subgroups will meet or exceed NHCS average growth by subgroups as measured by the End of Grade test results.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
School staff will utilize multiple data bases such as attendance, grades, benchmarks, discipline and formative assessment to monitor student progress	Classroom teachers, administrators, school counselors, social worker, special education staff.	Quarterly	Data Collection Spreadsheet
School staff will establish, grade level and teacher goals that are reflect a 20% increase in student performance.	Classroom Teachers	Quarterly	Quarterly Performance Reviews
Administrators and Curriculum Coaches will regularly facilitate content planning sessions to assist with evaluation of curriculum maps, unit plans, lesson plans and assessment design.	School Administration Curriculum Coaches	Monthly	Meeting Minutes Attendance Rosters Artifacts such as maps, plans, and assessments
Special Education teachers will collaborate with general education teachers on unit plans, lesson plans and assessment design.	Special Education and General Education Teachers	Monthly	Minutes
School staff will utilize quarterly review of grades, attendance and discipline data to monitor student progress and determine students in need of additional services.	Classroom Teachers Administration	Quarterly	Quarterly Performance Reviews
School staff will utilize quarterly review of subgroup data to evaluate effectiveness of current instructional practices.	Classroom Teachers Administration		Quarterly Performance Reviews Minutes

Systemic School Improvement Plan (Action Plan)

SBE Goal: 21st Century Professionals

School Priority Goal: By 6/30/09, an annually thereafter, 90% of Murray Middle School faculty will demonstrate proficiency in utilization of CITW practices as determined by pre and post TeachScapes management.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
<p>Professional Development Needs Assessment will be used to plan staff development for individual, whole and small group staff members.</p>	<p>21st Century Professionals Subcommittee Administration</p>	<p>11/1/08</p>	<p>Teacher survey Minutes</p>
<p>A comprehensive staff development plan will be presented and approved by instructional staff.</p>	<p>21st Century Professionals Subcommittee</p>	<p>11/30/08</p>	<p>Staff Development Plan Attendance Rosters</p>
<p>Book studies related to instructional needs of subgroups will be planned and facilitated by administration (online).</p>	<p>Administration</p>	<p>11/1/08</p>	<p>Online Discussion</p>

Systemic School Improvement Plan (Action Plan)

SBE Goal: Healthy and Responsible Students

School Priority Goal: By 6/30/09, and annually thereafter, disciplinary infractions and out of school suspension be reduced by 10% as determined by NC Wise records with the prior year.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
A school climate survey will be conduct bi-annually and results shared with parents.	Healthy and Responsible Students Subcommittee	Bi-annually	Survey Results
Teachers will maintain and monitor academic, attendance and disciplinary goals quarterly.	Classroom Teachers Student Services	Quarterly	Goal reports and charting of performance
Based on data collected strategies will be developed in conjunction with Student Services, Teachers, and Parents for at-risk students.	Classroom Teachers Student Services Parents/Students Administration	Monthly	Data collection sheets Meeting minutes NC Wise

Systemic School Improvement Plan (Action Plan)

SBE Goal: Leadership Capacity

School Priority Goal: By 6/30/09, results will improve on the TWC (Teacher Working Conditions) survey in the area of leadership development and professional development as determined by comparison with prior year's results.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
Administrators will design and monitor protocols to ensure that all change strategies are effectively implemented and reports provided to staff and central administration quarterly.	Leadership Team	11/15/08	Protocols and results
Administrators will manage financial, human and time resources maximize cost effectiveness toward goal attainment.	Leadership Team	Ongoing 9/1/08-6/15/09	Quarterly review of all resource allocations and assessment of effectiveness of current practices
Administration will provide access to leadership opportunities for any teacher wanting to participate.	Administration	ongoing	Teach Scapes Meeting minutes Data collection

Systemic School Improvement Plan (Action Plan)

SBE Goal: Planning and Operational Effectiveness

School Priority Goal: By 6/30/09, analysis of resource utilization will indicate alignment with school goals and objectives as determined by established resource management criteria.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
<p>Administrators will utilize goal assessment to assess planning and operational effectiveness.</p> <p>Technology will be used to plan and monitor all school expenditures and programs (activities)</p> <p>Budget planning and expenditures will be documented and linked to school goals and outcomes.</p> <p>The school schedule will provide for a minimum of one-hour common planning time for grade level/department or team meetings.</p>	<p>Leadership/Curriculum Team</p> <p>21st Century Systems Subcommittee Administration</p> <p>21st Century Systems Subcommittee Administration</p> <p>21st Century Systems Subcommittee Administration</p>	<p>11/1/08-6/15/08</p> <p>10/1/08-6/15/08</p> <p>2/1/09</p> <p>Ongoing 9/1/08-6/15/08</p>	<p>Cross reference of expenditures and school goals</p> <p>Expenditure reports and analysis</p> <p>Cross reference of expenditures and school goals</p> <p>School Schedule and yearly review.</p>

Systemic School Improvement Plan (Action Plan)

Safe Schools Plan

School Priority Goal: Ninety percent of students will report that Murray is a safe and nurturing environment where students and teachers care about learning.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
Maintain safety inspection of equipment, buildings and grounds	Healthy and Responsible Subcommittee & Administration	Monthly	Reports
Maintain a safety committee as a part of the Healthy and Responsible Subcommittee	Healthy and Responsible Subcommittee & Administration	9/1/08-6/15/09	Minutes
Provide appropriate safety training to staff	Healthy and Responsible Subcommittee & Administration	12/2/08	Staff Development Rosters
Provide student handbooks online	Healthy and Responsible Subcommittee & Administration	9/10/08	Artifact
Orientation meetings w/ students on discipline policies rules and procedures	Healthy and Responsible Subcommittee & Administration	9/1/08	Student Follow up
Maintain and monitor report on 17 reportable offenses.	Administration	8/26/08-6/15/09	NCWise
Use existing tools and programs such as the NC Department of Public Instruction to assist with providing as safe school environment.	Healthy and Responsible Subcommittee & Administration	8/26/08-6/15/09	Calendar Minutes

Systemic School Improvement Plan (Action Plan)

Technology Plan

School Priority Goal: Teachers will demonstrate proficiency in the use of 21st Century technology tools as a part of instructional delivery and design.

Strategies/Activities	Name of Responsible Person	Timeline	Monitoring Method
Provide access to 21 st century technology tools such as current software, hardware and internet resources	Technology and Media Subcommittee	8/26/08-6/15/09	Minutes Inventory
Provide staff development in the use of 21 st Century technology tools such as NEO's, Smartboards, Digital Camera, Wikis and blogs.	Technology and Media Subcommittee	Monthly	Minutes Rosters
Utilize 21 st Century technology tools as a regular part lesson plan design and instructional presentation.	Technology and Media Subcommittee Administration	Monthly	Observations TeachScapes Reports
Provide online professional development for staff on relevant educational topics.	Administration	Quarterly	Schoollink Rosters

School-Based Management and Accountability Plan

WAIVER REQUEST

LEA NAME New Hanover County Schools LEA # 650

SCHOOL NAME Charles P. Murray Middle SCHOOL # 310

1. Identify the State laws, rules, or policies which inhibit the school's ability to improve student performance.
Current allocated funds for textbooks must be used to purchase textbooks.

2. Identify the waiver you are requesting.

Flexibility to use textbook funds to purchase instructional materials.

3. Specify how the waiver will be used.

Murray Middle requests the flexibility to use textbook funds to purchase supplemental instructional materials

4. Explain how the waiver will permit the school to improve student performance.

The waiver will allow Murray Middle School to purchase materials that will enhance the instructional program.

School-Based Management and Accountability Plan

WAIVER REQUEST

LEA NAME New Hanover County Schools LEA # 650

SCHOOL NAME Charles P. Murray Middle SCHOOL # 310

1. Identify the State laws, rules, or policies which inhibit the school's ability to improve student performance.

Flexibility to use our staff to meet the needs of our student populations (GS 115c-301)

2. Identify the waiver you are requesting.

Flexibility to exceed state recommended class size. (GS115c-301)

3. Specify how the waiver will be used.

Murray Middle School requests the flexibility to exceed recommended class size in order to operate within the block scheduling model and to continue inclusion of EC students within general education classes. It will allow flexible scheduling of elective classes that will allow for smaller ratios in core area classes.

4. Explain how the waiver will permit the school to improve student performance.

The waiver will allow Murray Middle School to provide services to students within the general education class setting and maintain the amount of time allotted for teacher planning.