# Ralph J. Bunche Middle School

GO Team
Business Meeting #2
October 7, 2024

Where we are - Where we're going







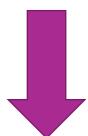
# Where We Are

Our strategic plan is the guide for the work we're doing in the school. By monitoring the plan and ranking priorities, we can all work towards the common goals. Using the priorities in the strategic plan, the school leadership team developed a Continuous Improvement Plan (CIP) for the current school year.



# Timeline for GO Teams

You are **HERE** 



1

### Fall 2021

GO Team Developed 2021-2025 Strategic Plan 2

### **Summer 2024**

School Leadership completed Needs Assessment and defined overarching needs for SY22-23 3

### August 2024

School Leadership completed 2024-2025 Continuous Improvement Plan 4

### **Sept. - Dec. 2024**

Utilizing current data, the **GO Team** will review & possibly update the school strategic priorities and plan 5

### **Before Winter Break**

**GO Team** will take action (vote) on the rank of the strategic plan priorities for SY24-25 in preparation for budget discussions.





### **Current Strategic Plan**

### **Continuous Improvement Plan**

Needs Assessment SMART GOALS Action Plan

# Strategic Plan Alignment & Update School Uniform





# Current Strategic Plan 2021-2025

### Ralph J. Bunche Middle School

<u>Mission</u>: Through rigorous learning experiences, and a challenging international educational program, RJBMS will develop 21<sup>st</sup> century lifelong learners who are competent, caring and contributing members of a global society prepared for high school and beyond.

<u>Vision:</u> Our vision at RJBMS is to enhance and support the development of all stakeholders and provide an educational and professional experience that will increase their love of learning and professional

#### **SMART Goals**

To increase the number of full academic year students scoring proficient or above on the 2025 ELA GMAS by 5% (from 18.5% to 23.5%) from the 2024 GMAS

To increase the number of full academic year students scoring proficient or above on the 2025 math GMAS by 5% from (11.3.% to 16.3%) the 2024 GMAS

To increase ADA by at least 5% (from 89.6% to 95%)

by Spring 2025

### APS Strategic Priorities & Initiatives

### Fostering Academic Excellence for All

Data
Curriculum & Instruction
Signature Program

### Building a Culture of Student Support

Whole Child & Intervention Personalized Learning

### Equipping & Empowering Leaders & Staff

Strategic Staff Support Equitable Resource Allocation

### Creating a System of School Support

Strategic Staff Support
Equitable Resource Allocation

### **School Strategic Priorities**

- Recruit, train and retain effective teaching staff and recruit high quality staff.
- 2. Increase student growth in reading and math
- 3. Implementation of the IB curriculum
- Implement social and emotional learning programs to develop strong school stakeholders
- 5. Implement professional learning, and resources for staff

### 6. Implement incentives, wellness strategies and resources for staff

### **School Strategies**

- 1. Use a balanced system of assessments to include diagnostic, formative and summative to monitor learning and guide instruction
- 2. Identify teachers with the highest growth to pair with students with the greatest need
- 3. Build teacher instructional capacity through ongoing professional learning that provides time and resources for teachers to grow in the content knowledge, pedagogy, increasing rigor, inquiry based instruction, fully implement the IB MYP Framework, and implement weekly PLCs led by instructional coaches, PLC leads and administrators
- 4. Implement an advisory program and daily advisement courses to incorporate SEL, student surveys, restorative practices, trauma informed strategies and check and connect
- 5. Increase student support with small groups led by counselors, social worker, behavior specialist, and SSDS
- 6. Provide professional learning and support for all teachers, and mentors for new teachers
- 7. Provide the structure, support and opportunities to build the instructional capacity of staff

8. Incorporate programs to include emotional, financial, physical support, fitness challenges and incentives

# Continuous Improvement Plan



*UTILIZE DATA ANALYSIS PROTOCOL SYNTHESIS RESPONSES*							
Strengths Challenges							
Consistent use of ELA Amplify; increased consistency of teachers' use of math Amplify; student growth in ELA (proficient 16.3 to 18.5) and math (proficient 10.8 to 11.3) GMAS	4 SWD students with dispropotinate suspension; 10 SWDs and one 504 student with "warning" suspensions						
School wide interventions (Math 180 and Read 180) to support students in different tiers (achieved growth in data due to MTSS implementation and intervention block for personalized learning;	Low student participation from targeted students in after school/Extended Day tutorial . 262 of 723 (36%) students attended tutorial.						
Wrap Around Services for Whole Child Interventions involving for SEL, Hazel Health, Family Ties, Community in Schools, and additional extended day opportunities such as ASAS, Future Seekers, tutorials, TRIO and UPS mentoring	School ADA Attendance Rate is 89.6%; we did not meet the district goal of 90.4%. However, we exceeded the district's 89% rate						
Decreased OSS rate from 2.39% to 1.3%	Limited parental engagement in academic programs e.g. Parent Teacher Conferences						



Our Overarching Needs										
Literacy	Numeracy	Whole Child & Intervention								
6.8 scoring profisions or above on the 2025 CMAS by at	Increase numeracy proficiency for all students in grades 6-8 scoring proficient or above on the 2025 GMAS by at least 5%; (from 11.3% to 16.3 %) from the 2024 GMAS	Increase school ADA by at least 5% (from 89.6% to 95%) by Spring 2025.								
Literacy Problem Statement	Numeracy Problem Statement	Whole Child & Intervention Problem Statement								
Students in rising grades 7 and 8 scored less than 25% proficient or above on the 2023 GMAS for ELA	Less than 15% of the students in grades 6- 8 scored proficient or above on MAP assessment	More than 10% of students do not attend school regularly.								



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Literacy	Numeracy	Whole Child & Intervention	
To increase the number of full academic year students scoring proficient or above on the 2025 ELA GMAS, by 5% (from 18.5% to 23.5 %) from the 2024 GMAS	To increase the number of full academic year students scoring proficient or above on the 2025 math GMAS, by 5% (from 11.3% to 16.3 %) from the 2024 GMAS	Increase school ADA by at least 5% (from 89.6% to 95%) by Spring 2025.	

### **Progress Monitoring Measures**

Literacy	Numeracy	Whole Child & Intervention
Growth will be measured by MAP, Amplify unit assessments, exit tickets, iReady data reports; walkthrough data (lesson plan implementation and personalized learning)	and a common term of the following and the color data are not as the	Monitoring via Infinite Campus and APS Graphs to identify students who are at risk of missing 2 days of school monthly

# Action Plan: Literacy

Literacy SMART Goal										
To increase the number of full academic year students scoring proficient or above on the 2025 ELA GMAS, by 5% (from 18.5% to 23.5 %) from the 2024 GMAS										
Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	APS 5	Programs Consolidated in	School			
						Title I, A	<			
Monitor alignment the of rigor			100% of the ELA teachers will			Parent & Family Enagagement				
in the lesson to the learning target, tasks and assessments			implement the Amplify	70% of the students will score		SIG, A	<b>✓</b>			
with the use of Amplify	Instructional Coaches, Teachers, IB Coordinator,	August 2024- May 2025	curriculum as evidence through lesson plans, data and	a level of profiency on the Common Formative	N/A	Title IV, B				
curriculum resources coupled	Administrators	August 2024- May 2025	planning PLCs, weekly	Assessments (CFA) and	N/A	Title IV, A				
with GA Standard of Excellence and IB Approaches to Teaching			walkthroughs (Observation	bi-weekly assessment		Safe & Healthy				
and Learning			form in Kickup)			Well - Rounded				
						Effective Use of Technology				
	Instructional Coaches,		100% of the ELA teachers will plan collaboratively, receive feedback on lesson plans, create practice scripts of the lesson rollout. Teachers will	70% of the students will score a level of profiency on the Common Formative Assessments (CFA) and		Title I, A	<			
						Parent & Family Enagagement				
Deconstruct standards, internalize lessons and practice						SIG, A				
implementation, data analysis,						Title IV, B				
reteaching models for	Teachers, IB Coordinator, Administrators	August 2024- May 2025			N/A	Title IV, A				
remediation, differentiated	Administrators		execute lessons as planned in	bi-weekly assessment		Safe & Healthy				
lessons, acceleration			the PLCs	,		Well - Rounded				
						Effective Use of Technology				
						Title I, A	<			
Provide feedback, coaching			100% of teachers will attend			Parent & Family Enagagement				
and tiered professional	Instructional Coaches.		tiered professional learning	70% of the students will score		SIG, A				
development and support	Teachers, IB Coordinator,		and receive biweekly feedback	a level of profiency on the		Title IV, B				
around research based content specific instructional strategies,	Administrators, district ELA and	August 2024- May 2025	on ELA performance as evidenced by meeting and PL	Common Formative Assessments (CFA) and	N/A	Title IV, A				
monitor implementation and	SWD Coordinators/SDI Coach		agendas and sign-in sheets,	bi-weekly assessment		Safe & Healthy				
writing across the curriculum			and coaching logs			Well - Rounded				
						Effective Use of Technology				

# Action Plan: Literacy > SubGroups: DSE and GATE

Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	APS 5	Programs Consolidated in S	School
Professional learning and implementation of SDI instructional strategies for SWD students	Admin, Instructional Coaches, IB Specialist, Teachers, SELT	August 2024-May 2025	100% of teachers will attend the professional development meetings for SDI instructional strategies, co-teaching models, and provide support to SWD students, as evidenced by meeting and PL agendas and sign-in sheets, and coaching logs	70% of the students will score	N/A	Title I, A  Parent & Family Enagagement  SIG, A  Title IV, B  Title IV, A  Safe & Healthy  Well - Rounded  Effective Use of Technology	
Implement professional learning and implementation of differentiation using gifted instructional strategies for acceleration of gifted students	Admin, IB Specialist, Instructional Coaches, GATE Chair, and Teachers	August 2024-May 2025	100% of teachers will attend the professional development meetings for gifted instructional strategies and provide support to GATE students as evidenced by meeting and PL agendas and sign-in sheets, and coaching logs	70% of the students will score a level of profiency on the Common Formative Assessments (CFA) and bi-weekly assessment	N/A	Title I, A  Parent & Family Enagagement  SIG, A  Title IV, B  Title IV, A  Safe & Healthy  Well - Rounded  Effective Use of Technology	

# Action Plan: Numeracy

Numeracy SMART Goal										
To increase the number of full academic year students scoring proficient or above on the 2025 math GMAS, by 5% (from 11.3% to 16.3 %) from the 2024 GMAS										
Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	APS 5	Programs Consolidated in S	chool			
						Title I, A	<b>✓</b>			
December et et andre de						Parent & Family Enagagement				
Deconstruct standards, nternalize lessons and practice				70% of the students will score		SIG, A				
mplementation, data analysis,	Admin, Instructional Coaches,	August 2024- May 2025	100% of the math teachers will implement data protocols in	a level of profiency on the Common Formative	N/A	Title IV, B				
reteaching models for	Content Leads, Teachers	August 2024- Iviay 2023	their PLCs	Assessments (CFA) and	N/A	Title IV, A				
remediation, differentiated lessons, acceleration				bi-weekly assessment		Safe & Healthy				
lessons, acceleration						Well - Rounded				
						Effective Use of Technology				
	Admin, Instructional Coaches, Content Leads/Department Chairs, Teachers							Title I, A	<b>✓</b>	
		*	100% of the math teachers will plan collaboratively, receive feedback on lesson plans, create practice scripts of the lesson rollout. Teachers will execute lessons as planned in the PLCs	70% of the students will score a level of profiency on the Common Formative Assessments (CFA) and bi-weekly assessment		Parent & Family Enagagement				
						SIG, A				
Monitor lesson plans,					N1 /A	Title IV, B				
implementation of the instructional framework		August 2024- May 2025			N/A	Title IV, A				
						Safe & Healthy				
						Well - Rounded				
						Effective Use of Technology				
						Title I, A	~			
						Parent & Family Enagagement				
Monitor lesson internalization				70% of the students will score		SIG, A				
and practice of lessons and	Admin, Instructional Coaches,	August 2024 May 2025	100% of teachers will receive	a level of profiency on the	N1/A	Title IV, B				
practice implementation, data analysis, reteaching models for	Content Leads/Department Chairs, Teachers	August 2024- May 2025	utilize lesson internalization	Common Formative Assessments (CFA) and	N/A	Title IV, A				
remediation and acceleration	enens, receivers			bi-weekly assessment		Safe & Healthy				
						Well - Rounded				
						Effective Use of Technology				

# Action Plan: Numeracy -> SubGroups: ELL and DSE

Subgroup Action Steps for Numeracy (required)										
Action Steps	Person/Position Responsible	osition Responsible Timeline of Implementation Method for Monitoring Implementation Effectiveness APS			APS 5	Programs Consolidated in	School			
Scheduling ELLs in the same math class to provide intentional support and specific strategies to support WIDA standards	Admin, Instructional Coaches, ELL teacher and content teachers	August 2024-May 2025	100% of teachers will attend professional development and provide support to ELL students	70% of the students will score a level of profiency on the Common Formative Assessments (CFA) and bi-weekly assessment.	N/A	Title I, A Parent & Family Enagagement SIG, A Title IV, B Title IV, A Safe & Healthy Well - Rounded Effective Use of Technology				
Providing specially designed instruction (SDI) for SWD students	SELT, Admin, IRR and content teachers	August 2024-May 2025	100% of teachers will attend the professional development for SDI and provide support for SWD students	I OMMON FORMATIVE	N/A	Title I, A  Parent & Family Enagagement  SIG, A  Title IV, B  Title IV, A  Safe & Healthy  Well - Rounded  Effective Use of Technology				

# Action Plan: Whole Child and Intervention

Whole Child & Intervention SMART Goal										
Increase school ADA by at least 5% (from 89.6% to 95%) by Spring 2025										
Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	APS 5	Programs Consolidated in School				
Implement Restorative Practices and PBIS for all students grades 6-8	Admin, SSDS, Teachers, Counselors, Behavior Specialist, Support Staff, PBIS MTL	August 2024 -May 2025	100% of teachers will implement Restorative Practices and PBIS as monitored by monthly PBIS walkthroughs	The OSS rate will decrease to 1.0 %	N/A	Title I, A  Parent & Family Enagagement  SIG, A  Title IV, B  Title IV, A  Safe & Healthy  Well - Rounded  Effective Use of Technology				
Provide monthly professional development on identified PBIS interventions and supports (maximize structure, student engagement, responding to inappropriate behavior)	PBIS MTL, Admin, Counselors, WCI Team	August 2024 -May 2025	100% of teachers will attend professional development for PBIS	The OSS rate will decrease to 1.0 %	N/A	Title I, A  Parent & Family Enagagement  SIG, A  Title IV, B  Title IV, A  Safe & Healthy  Well - Rounded  Effective Use of Technology				
Continue to implement Wrap Around Services to include Family Ties, Community in Schools, Big Brother/Big Sisters, Girl Scouts, TRIO, UPS, Future Seekers	WCI Team, Counselors, SSW, Admin	August 2024 -May 2025	100% of faculty and staff will recommend students for Wrap Around Services as needed	The OSS rate will decrease to 1.0 %	N/A	Title I, A  Parent & Family Enagagement  SIG, A  Title IV, B  Title IV, A  Safe & Healthy  Well - Rounded  Effective Use of Technology				

# Action Plan: Whole Child and Intervention-subgroups

	Subgroup Action Steps for Whole Child & Intervention (required)										
Action Steps	Person/Position Responsible	n/Position Responsible Timeline of Implementation Method for Monitoring Implementation Method for Monitoring Effectiveness APS 5			APS 5	Programs Consolidated in	School				
MTSS Data Meetings for Tier 2 and Tier 3 students	MTSS Coordinator	August 2024 -May 2025	Teachers and WCI Team members will attend 100% of assigned meetings	The OSS rate will decrease to 1.0%	N/A	Title I, A Parent & Family Enagagement SIG, A Title IV, B  Title IV, A  Safe & Healthy Well - Rounded Effective Use of Technology					
Host Parent Universities and monthly conferences to teach parents about SEL, wrap around resources and intervention programs, and follow up with support	Parent Liaison, Admin, SSW, Counselors, Behavior Specialist, Community in Schools	August 2024 -May 2025	Support staff will attend 100% of conferences and follow up with support	The OSS rate will decrease to 1.0%	N/A	Title I, A Parent & Family Enagagement SIG, A Title IV, B  Title IV, A  Safe & Healthy Well - Rounded Effective Use of Technology					

GO TEAM DISCUSSION: Review the priorities and goals in your strategic plan and the information and goals CIP. Reflect on if updates need to be made to the Strategic Plan.

# GO Team Activity & Discussion

# Are <u>all</u> CIP Goals reflected in our Strategic Plan Priorities?

If not, which CIP
Goal(s) are
missing and
should be added
to the Strategic
Plan?



# DISCUSSION: OPTIONAL SCHOOL UNIFORM

Cover only if not discussed and voted on at a previous GO Team meeting.

# **OPTIONAL SCHOOL UNIFORM**

In the 2023-2024 school year, the APS Board of Education updated the district's dress code policy. As part of the update, starting with the 2025-2026 school year if a school wishes to maintain or explore implementing an optional school uniform, it must go through an engagement process and have a vote as outlined below:



### **ELEMENTARY**

A school uniform is adopted upon the agreement of the principal and a majority vote of the School Governance Team (GO Team).



### **MIDDLE**

School uniforms are adopted upon the agreement of the principal, GO Team and the elected student government. If the school does not have an elected student government, then a majority vote must be secured from the student body to adopt a school uniform.



### **HIGH**

School uniforms are adopted upon the agreement of the principal, GO Team and the elected student government. If the school does not have an elected student government, then a majority vote must be secured from the student body to adopt a school uniform.

If your school currently has a school uniform and wishes to continue it, you must go through this process!

# ABOE POLICY JCDB STUDENT DRESS CODE

(Last Revised, 06/03/2024)

http://tinyAPS.com/?APSDressCodePolicy

# **REQUIREMENTS**

- 1. A top of non-see through fabric
- 2. A bottom of non-see through fabric
- 3. Shoes
- 4. Undergarments that are not visible

# **RESTRICTIONS**

- 1. No words or symbols that are gang-related, sexually suggestive, obscene or promote illegal behavior
- 2. Nothing associated with alcohol, illegal drugs or tobacco
- 3. No flip-flops, athletic slides or footwear that doesn't support the front and back of the foot

# **SCHOOL-SPECIFIC DRESS CODES**

We have one districtwide student dress code adopted by the Atlanta Board of Education.

School-specific dress codes may not contradict Board policy.

### Examples of problematic school specific dress-code provisions

"dress in good taste"

"no baggy pants"

"no sweatpants"

"no activewear"

"no short shorts or skirts"

"no spaghetti straps"

"no tube tops"

"no dresses"

"no tight/revealing clothing"

"no leggings"

"no joggers"

"no 'extreme' hairstyles or colors"

"no Crocs"

"all shirts must be tucked in

"no hoodies/hooded jackets" "hair should be clean and neatly groomed"

"no shirts which expose cleavage"

"students dressed in uniform are better perceived by teachers and peers"



# **SCHOOL UNIFORMS**

Schools may choose to adopt an *optional* school uniform.

Effective immediately, at no time will students have their instructional time interrupted or be barred from school or class for declining to wear the optional school uniform.

# ESTABLISH AN OPTIONAL SCHOOL UNIFORM

If your school currently has a school uniform and wishes to continue it, you must go through this process!

The GO Team needs to TAKE ACTION (vote) on maintaining or exploring implementing an optional school uniform.

After the motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote.

If the GO Team votes to move forward, then the team should proceed to discuss the School Uniform Advisory Committee.

# TAKE ACTION

# **DISCUSSION**

Only needed if the GO Team voted YES to maintaining or exploring establishing an optional school uniform.

The GO Team will now discuss if they wish to move forward with establishing a School Uniform Advisory Committee.

### The School Uniform Advisory Committee will be responsible for:

- 1. Develop a stakeholder engagement plan to receive feedback on implementing a uniform and its components, if adopted. Must include a minimum 20-day public comment period on any proposed uniform
- 2. Recommending the optional school uniform components.
- 3. Establishing the student voting timeline and process (*if necessary*).
- 4. Determine the length of time the uniform will be in use before reconsideration
- 5. Developing a communication plan to inform the school community about the optional school uniform, if the uniform is adopted
- 6. Other objectives as defined by the GO Team.

# **COMMITTEE MEMBERS**

Only needed if the GO Team voted YES to maintaining or exploring establishing an optional school uniform.

### The GO Team will also need to determine who will be on the committee:

- 1. The GO Team Chair will name the Committee Chair.
- 2. No more than 2 additional GO Team members may be on the committee (a maximum of 3 GO Team Members).
- 3. Committee must have at least 3 students as outlined below:
- 4. Other committee members may be added, as determined by the GO Team.



### **ELEMENTARY**

Elementary School with Ambassadors Recommend inclusion of at least 3 student ambassadors

Elementary School without Ambassadors

Recommend inclusion of at least 3 students selected by the principal with GO Team input



### **MIDDLE**

Middle School with Student Ambassadors

At least 3 student ambassadors

Middle School without Student Ambassadors

At least 3 students selected by the principal with GO Team input



### HIGH

High School with Elected Student Government

At least 3 students as selected by the SGA

High School without Elected Student Government

At least 3 students as selected by the principal with GO Team input

# **ESTABLISH THE COMMITTEE**

Only needed if the GO Team voted YES to maintaining or exploring establishing an optional school uniform.

The GO Team needs to **TAKE ACTION** (vote) on establishing its **School Uniform Advisory Committee** based on the previous discussion.

After the motion and a second, the GO Team may have additional discussion.

Once discussion is concluded, the GO Team will vote.

If the GO Team votes in the affirmative (yes) for moving forward, then the Chair will need to fill out a committee resolution form (*see example on next slide*) and send to the GO Team Office.

# TAKE ACTION

# **BLANK COMMITTEE RESOLUTION**



	Comm	ittee Estal	blishment Resolution	
		ng of the prin	n shall have a <u>School Uniforn</u> cipal or his/her designee, desi Feam ( <i>see back for list of memb</i> o	gnated chair, and
shall serve in a	n advisory capa	acity, offering	ngs of the committee. The Advi g assistance and making recom tee shall not have the authority	mendations to the
committee chai	r. A written rep	ort of comm	be scheduled and publicly noti hittee discussions shall be prese tt scheduled GO Team meeting.	nted by the
The proposed A necessary):	dvisory Comm	ittee has the	following goals/objectives (ad	d objectives, if
a)	implement	ing a unifo ninimum 2	r engagement plan to recei orm and its components, if 0-day public comment per	adopted. Must
b)	Recommen	d the optic	onal school uniform compo	nents
c)	Establish t	he student	voting timeline and proce	ss (if necessary)
d)	<u>Determine</u> reconsider		of time the uniform will b	e in use before
e)	Create a co	ommunicati optional scl	on plan to inform the school nool uniform, if the uniform	ol community is adopted
The proposed A	dvisory Comm	ittee will op	erate as an AD HOC COMMITT	EE.
Expected Comm			st GO Team meeting of SY 24-2:	5)
Principal		Date	GO Team Chair	Date
Advisory Comn	nittee Chair	Date	Date Submitted to GO Tea	ım Office:



### **School Uniform Committee Membership**

You may have no more than 3 GO Team members (committee chair and 2 others) on the committee. For middle and high schools, there must be at least 3 student representatives.

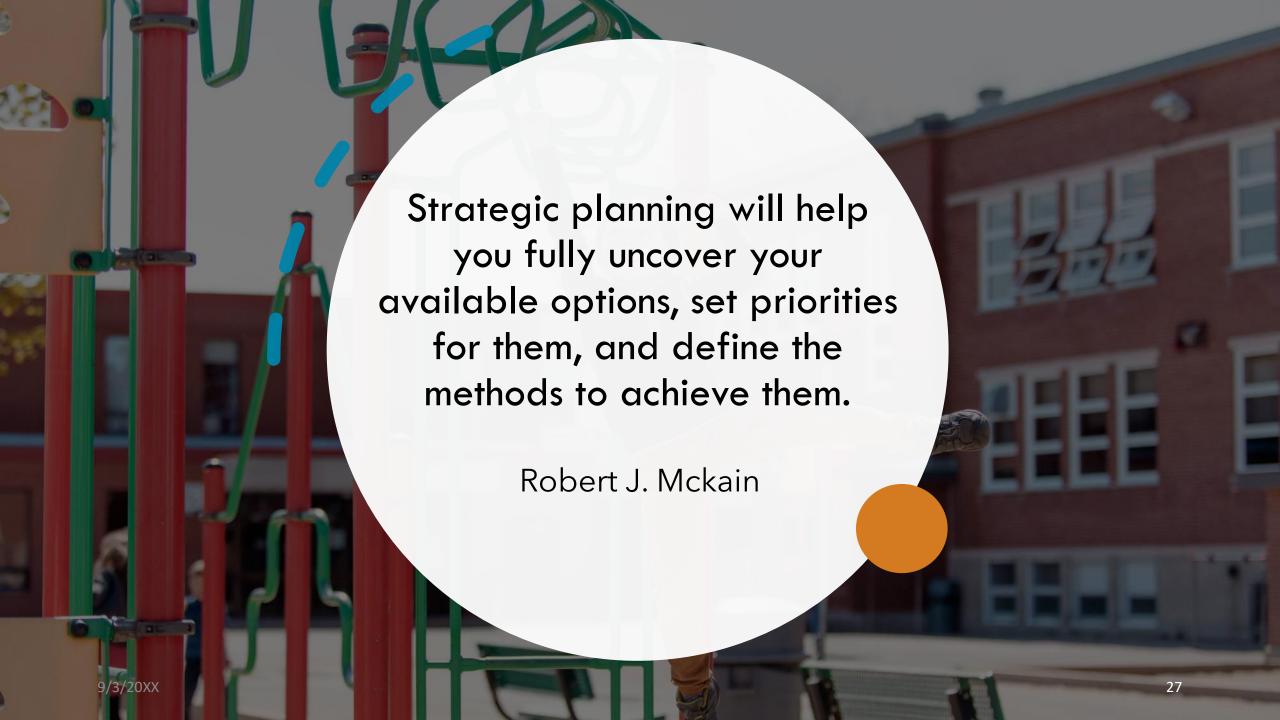
For all other members, list the members of the committee below as voted on by the GO Team. Other than GO Team members, names can be provided as individuals are identified. For example, if the GO Team voted for the Committee to have 2 individuals with medical background, and a faith leader, list under Role: Medical, Medical, and Faith Leader.

Role	Name	Email Address
Chair		

(add additional rows, if needed)

STRONG STUDENTS | STRONG SCHOOLS | STRONG STAFF | STRONG SYSTEM





# Where we're going

At our next meeting(s) we will discuss how our data is aligning to our strategic plan and determine if we need to make any adjustments.

Before the end of Fall Semester, we will take **Action** (vote) on any updates to our strategic plan and the ranking our strategic priorities for the 2024-2025 school year.

Let me or the Chair know of any additional information you need for our future discussion.

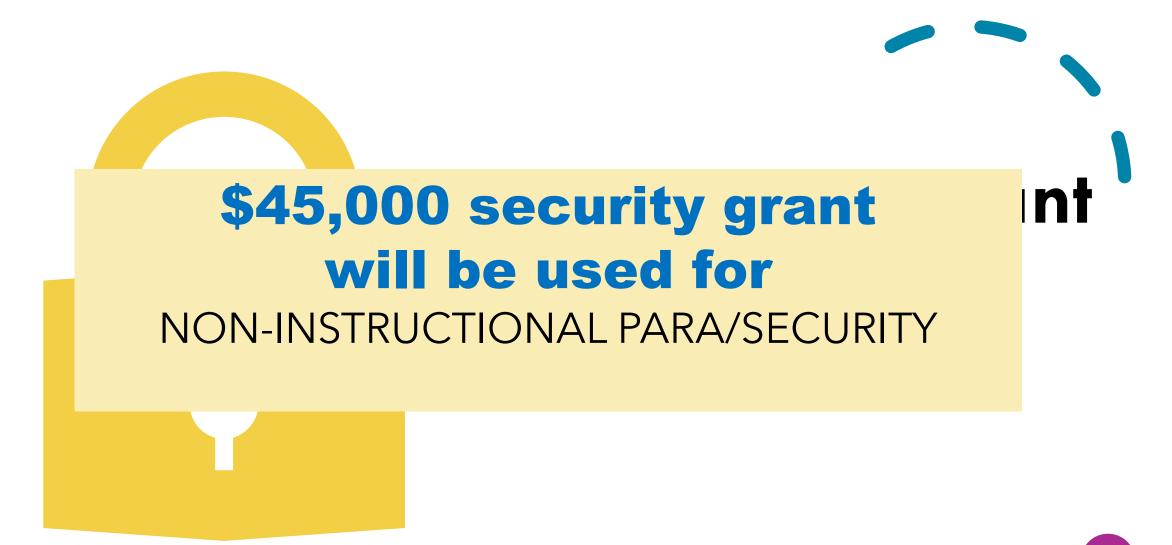


# Principal's Report









# Principal's Report













