

School Plan 2020-2021 - Fort Herriman MD

Goal #1 Goal

Student cohort groups will demonstrate increased proficiency, growth, and mastery in the area of Language Arts, reading, and writing as measured by end of level assessments, individual student growth reports, SRI, SLO pre/post testing, or other reading diagnostic testing, and standards based mastery achievement.

Academic Areas

- Reading
- Writing

Measurements

We will use the 2019 and 2021 state test results to measure growth. Frequent common formative assessments and targeted intervention will be done to measure student growth and mastery of specific learning objectives and standards. SRI measures will be used to measure individual student growth in reading. SLO growth scores for students enrolled in reading classes at Fort Herriman Middle will also be analyzed to assess individual student growth.

Action Plan Steps

1. All Language Arts teachers will be given four planning days during the school year. Teachers will continue their work as PLC teams to analyze data, create common formative assessments, analyze the data from these assessments to determine best-teaching strategies, and provide targeted intervention for those students who are not mastering identified learning objectives. Teachers will continue the process of developing 'I CAN' and 'LEARNING GOAL' sheets so students can track their own learning and progress toward specific learning targets. Teachers will continue to refine proficiency scales and assessments as we look to improve our efforts in Standards-Referenced Grading and improve student learning.
2. Teacher will be paid for up to 15 hours of work during the summer of 2020, in order to collaboratively prepare for the 2020-2021 school year. Teachers will submit agendas for summer work to be completed at the school. They must meet in PLC teams and submit artifacts of the work as it relates to our school goal of improved language and reading scores.
3. Salary and benefits for a part-time instructional coach will be paid for in order to support teachers and increase Tier 1 instruction.
4. Student will be placed into reading classes according to their reading level. A blended learning reading program will be purchased and used to help target students' individual reading needs.
5. Salary and benefits will be paid to keep a reading aide who will work specifically with the reading classes.

Expenditures

Category	Description	Estimated Cost
Salaries and Employee Benefits (100 and 200)	1. Salary and employee benefits will be used to pay for substitutes so teachers may have PLC planning, curriculum alignment, assessment creation, and data analysis days during the contract year (40 days @ \$100 per day). 2. A portion of the Instructional coach's salary will be paid for in order to help increase Tier 1 instruction in Language Arts and Reading. The Instructional Coaches in the building will work together with the administration to help teachers improve their instruction and target learning. 3. Salary and Employee benefits will be used to pay for summer planning days for teachers to collaboratively prepare for the 2020-2021 school year. A maximum of five hours will be paid and each language arts and reading teacher will be allowed up to three days. Teachers are required to do the work at the school location and submit to the principal artifacts of the work they did. Work must focus on PLC processes and not upon business and managerial tasks (i.e., copying, setting up room etc.). 4. Salary and employee benefits will be paid to keep a reading aide in the reading program.	\$34,023
Software (670)	In order to target reading instruction, FHMS will purchase a reading program that will be used in reading classes and specific TA periods to individualize the learning for each student.	\$27,000
	Total:	\$61,023

Goal #2 Goal

Student cohort groups will demonstrate increased proficiency, growth, and mastery in the area of science as measured by end-of-level assessments, individual student growth on teacher-created formative and summative assessments.

Academic Areas

- Science

Measurements

We will use the 2019 and 2021 state Science assessments data to measure student proficiency and growth. All students' individual growth in all science areas will also be measured based upon the results of their district SLO assessments or common formative assessments created by school PLC teams.

Action Plan Steps

1. All science teachers will be given four planning days during the school year. Teachers will continue their work as PLC teams to analyze data, create common formative assessments, analyze the data from these assessments, determine best-teaching strategies, and provide targeted intervention for those students who are not mastering identified learning objectives. Teachers will continue the process of developing 'I CAN' and 'LEARNING GOAL' sheets so students can track their own learning and progress toward specific learning targets. Teachers will continue to improve proficiency scales and assessments as we look to improve our efforts in Standards-Referenced Grading and improve student learning.
2. A portion of the Instructional coach's salary will be paid for in order to help increase Tier 1 instruction in Science. The Instructional Coaches in the building will work together with the administration to help teachers improve their instruction and target learning.
3. Teachers will be paid for up to 15 hours of work during the summer of 2020, in order to collaboratively prepare for the 2020-2021 school year. Teachers will submit agendas for summer work to be completed at the school. They must meet in PLC teams and submit artifacts of the work as it relates to our school goal of improved student achievement in science.

Expenditures

Category	Description	Estimated Cost
Salaries and Employee Benefits (100 and 200)	1. Salary and Employee benefits will be used to pay for substitutes so teachers may have PLC planning time for curriculum alignment, assessment creation, and data analysis. 2. A portion of the Instructional coach's salary will be paid for in order to help increase Tier 1 instruction in Science. The Instructional Coaches in the building will work together with the administration to help teachers improve their instruction and target learning. 3. Salary and Employee benefits will be used to pay for summer planning days for teachers to collaboratively prepare for the 2020-2021 school year. A maximum of five hours will be paid and each teacher will be allowed up to three days. Teachers are required to do the work at the school location and submit to the principal artifacts of the work they did. Work must focus on PLC processes and not upon business and managerial tasks (i.e., copying, setting up room, etc.).	\$16,103
	Total:	\$16,103

Goal #3 Goal

Student cohort groups will demonstrate increased proficiency, growth, and mastery in the area of mathematics as measured by end-of-level assessments, individual student growth on teacher-created formative and summative assessments, and district-created SLO pre/post tests.

Academic Areas

- Mathematics

Measurements

We will use the 2019 and 2021 state test results as our measurement for growth. Student cohort groups will demonstrate increased proficiency, growth, and mastery in the area of mathematics as measured by individual student-growth reports, benchmark testing, and common formative and summative assessments aligned to clearly identified learning goals of standards and objectives.

Action Plan Steps

1. All math teachers will be given four planning days during the school year. Teachers will continue their work as PLC teams to analyze data, create common formative assessments, analyze the data from these assessments, determine best-teaching strategies, and provide targeted intervention for those students who are not mastering identified learning objectives. Teachers will continue the process of developing 'I CAN' and 'LEARNING GOAL' sheets so students can track their own learning and progress toward specific learning targets. Teachers will continue

to refine proficiency scales and assessments as we look to improve our efforts in Standards-Referenced Grading and improve student learning.

2. A portion of the Instructional coach's salary will be paid for in order to help increase Tier 1 instruction in Math. The Instructional Coaches in the building will work together with the administration to help teachers improve their instruction and target learning.

3. Teachers will be paid for up to 15 hours of work during the summer of 2020 in order to collaboratively prepare for the 2020-2021 school year. Teachers will submit agendas for summer work to be completed at the school. They must meet in PLC teams and submit artifacts of the work as it relates to our school goal of improved student achievement in math.

Expenditures

Category	Description	Estimated Cost
Salaries and Employee Benefits (100 and 200)	1. Salary and Employee benefits will be used to pay for substitutes so teachers may have PLC planning time for curriculum alignment, assessment creation, and data analysis. 2. A portion of the Instructional coach's salary will be paid for in order to help increase Tier 1 instruction in math. The Instructional Coaches in the building will work together with the administration to help teachers improve their instruction and target learning. 3. Salary and Employee benefits will be used to pay for summer planning days for teachers to collaboratively prepare for the 2020-2021 school year. A maximum of five hours will be paid and each Math teacher will be allowed up to three days. Teachers are required to do the work at the school location and submit to the principal artifacts of the work they did. Work must focus on PLC processes and not upon business and managerial tasks (i.e., copying, setting up room etc.).	\$15,265
	Total:	\$15,265

Goal #4 Goal

During the 2020-2021 school year we plan to repair and replace Chromebooks. In doing this we hope to be able to continue to increase academic engagement and target personal learning needs in order to increase all state test scores by 5%.

Academic Areas

- Reading
- Mathematics
- Writing
- Technology
- Science
- Fine Arts
- Social Studies
- Health
- Foreign Language

Measurements

Fort Herriman has prioritized technology as a learning tool for the past eight years. Student success and individual growth has been enhanced with the supplemental use and application of technology in the classroom. Student work completion is vital in preparation for assessments of student learning. Teachers with digitally-based classrooms have continued to see a dramatic increase in work completion rates. Teachers will continue to monitor and measure work completion rates. Chromebooks and their practical application provide students and teachers the opportunity for immediate feedback. Research shows that timely, targeted feedback is essential in student growth, development, and increased academic achievement. The strategy of blending online learning with school-based instruction is often utilized to accommodate students' diverse learning styles and to enable them to work before or after school in ways that are not possible with full-time conventional classroom instruction. Accommodating individual student needs and learning styles will result in improved academic performance. Fort Herriman will seek out and attend professional development in areas that focus upon blended learning and measuring the effectiveness of new, research-based ideas implemented through digital technology use. Also, with the Covid19 outbreak we were able to send home over 500 Chromebooks for students who needed them. As FHMS continues to work on blended instruction in the classroom, student assessment data will be used to measure the effectiveness of these strategies.

Action Plan Steps

1. Identify Chromebooks that need to be repaired and replaced.
2. Purchase additional Chromebooks to replace those that need repair and replacement.

Expenditures

Category	Description	Estimated Cost
Technology Related Hardware/Software (< \$5,000 per item) (650)	Fort Herriman will use funds for repair and replacement costs of aging Chromebooks previously purchased as part of its one-to-one initiative.	\$10,000
	Total:	\$10,000

Goal #5 Goal

Through continued implementation of PLCs, student interventions/activities, and professional development our goal is to see growth on all common assessments, and a 5% increase in all state assessments.

Academic Areas

- Reading
- Mathematics
- Writing
- Technology
- Science
- Fine Arts
- Social Studies
- Health
- Foreign Language

Measurements

Fort Herriman will measure its progress toward these goals by monitoring the usage of Land Trust monies among teachers in other curricular areas beyond English, math, and science. It will also track the professional days used by teachers to attend professional development conferences. As team leaders complete the extra requirements of that job duty, they will be paid the stipend approved by the council. Teachers who use summer planning days will be required to do the work at the school location. Measurement of this will be done by submission of agendas and minutes and also a submission of artifacts of the work completed during these summer planning days. Teachers who attend professional development conferences will seek approval for the funds from the leadership committee and report back to the leadership committee about what was learned and how implementation will improve student learning. Some professional development paid for with land trust funds will be at the discretion of the school principal. Student use of after-school tutoring will be monitored by the teachers providing the tutoring. Fort Herriman will provide two teachers, two days per week to support student learning. Attendance and a full report of the implementation of the school's STEM program will be provided to the school community council. Common assessment data will be analyzed on a regular bases. State assessment data will be analyzed upon it's conclusion.

Action Plan Steps

1. All teachers who are not already addressed in this plan will be given four planning days during the school year. Teachers will continue their work as PLC teams to analyze data, create common formative assessments, analyze the data from these assessments, determine best-teaching strategies, and provide targeted intervention for those students who are not mastering identified learning objectives. Teachers will continue the process of 'developing 'I CAN' and 'LEARNING GOAL' sheets so students can track their own learning and progress toward specific learning targets. Teachers will continue to improve proficiency scales and assessments as we look to improve our efforts in Standards-Referenced Grading and improve student learning.
2. Teachers in all other curricular areas not addressed previously in this plan will be paid for up to 15 hours of work during the summer of 2020, in order to collaboratively prepare for the 2020-2021 school year. Teachers will submit agendas for summer work to be completed at the school. They must meet in PLC teams and submit artifacts of the work as it relates to our school goals.
3. Teachers will be paid to provide after-school tutoring to support individual student needs.
4. Special education teachers are required to do testing and reevaluations. Each special education teacher will be able to use four days during the school year to do these required evaluations.
5. Teachers will be able to use land trust funds to pay for the cost of a substitute teacher while attending approved professional development conferences.
6. Under the direction and approval of the leadership team, teachers will be able to request that the cost associated with attendance of professional development conferences be paid for with land trust funds. Each person applying for professional development days will need to make their request in writing to the school leadership team providing a rationale for the professional development as it relates to school-wide goals. Additional professional development can be assigned at the discretion of the principal.
7. Fort Herriman will continue its after-school STEM program. Our goal is to increase attendance and interest by using the lending lab in partnership with Jordan School District.
8. Fort Herriman will support extended student learning by providing funds to cover the cost of admission and transportation to curriculum-

related educational field trips.

9. Fort Herriman Team leaders will complete extra assigned duties outside of their contract time.

10. Fort Herriman will provide opportunities for teachers to attend national conferences that focus solely upon middle level learners and improving instruction, assessment, and Social Emotional development.

Expenditures

Category	Description	Estimated Cost
Salaries and Employee Benefits (100 and 200)	1. Salary and Employee benefits will be used to pay for substitutes so teachers in all other curricular areas may do PLC planning, curriculum alignment, assessment creation, and data analysis. 2. Salary and Employee benefits will be used to pay for substitutes so teachers may attend professional development activities and school-sponsored activities that enhance student learning. 3. Salary and Employee benefits will be paid to allow for our special education teachers to have testing days to complete required 3-year re-evaluations and new referrals for testing. 4. Salary and Employee Benefits will be used to pay a stipend for team leaders at Fort Herriman Middle School. 5. Salary and Employee benefits will be used to pay for our after-school tutoring program to support individual student needs. Math tutoring will be provided twice a week and computer labs will be available twice a week. Money allocated for this will only be listed under this goal but support goals 1, 2, 3, and 5. 6. Salary and Employee benefits will be paid to teachers to do PLC summer work in preparation for the upcoming 2020-2021 school year in all other curricular areas not identified in goals 1, 2, and 3. Pay will be at in-service rate, and be capped at five hours of work for each day. Teachers are required to do the work at the school location and submit artifacts to the principal of the work they did. Work must focus on PLC processes and not upon business and managerial tasks (i.e., copying, setting up room, etc.). 7. A stipend will be paid to two teachers to implement and run our after-school STEM program.	\$42,219
Professional and Technical Services (300)	Fort Herriman will allocate funds for the registration costs of professional development opportunities for teachers. All requests will be submitted to the school leadership team or administration, and must support school goals.	\$5,000
Transportation/Admission/Per Diem/Site Licenses (510, 530 and 580)	1. Fort Herriman will allocate funds for travel cost to national conferences that align with the goals of this plan and the school's mission. 2. Fort Herriman will allocate funds to help offset the cost of education-related field trips and admission costs of field trips.	\$10,000
Total:		\$57,219

Summary of Estimated Expenditures

Category	Estimated Cost (entered by the school)
Salaries and Employee Benefits (100 and 200)	\$107,610
Professional and Technical Services (300)	\$5,000
Transportation/Admission/Per Diem/Site Licenses (510, 530 and 580)	\$10,000
Technology Related Hardware/Software (< \$5,000 per item) (650)	\$10,000
Software (670)	\$27,000
Total:	\$159,610

Funding Estimates

Estimates	Totals
Estimated Carry-over from the 2019-2020 Progress Report	\$10,000
Estimated Distribution in 2020-2021	\$149,610
Total ESTIMATED Available Funds for 2020-2021	\$159,610
Summary of Estimated Expenditures For 2020-2021	\$159,610
This number may not be a negative number Total ESTIMATED Carry Over to 2021-2022	\$0

The Estimated Distribution is subject to change if student enrollment counts change.

Funding Changes

There are times when the planned expenditures in the goals of a plan are provided by the district, a grant, or another unanticipated funding source leaving additional funds to implement the goals. If additional funds are available, how will the council spend the funds to implement the goals in this plan?

Additional funding will be used for teacher grants and/or to provide collaborative time for teachers to team, develop assessments, curriculum mapping and for teachers to participate in conferences and/or professional development. Substitutes and assistants to support student learning and the PLC process. Purchase additional classroom technology, such as; software, Chromebooks, computers, etc. Offer extra courses/classes to reduce class sizes. Provide travel costs for national conferences. Excess funds will be used for after school enrichment and academic support. Student incentives up to \$2 per student to improve behavior.

Publicity

- Letters to policy makers and/or administrators of trust lands and trust funds.
- School website

Council Plan Approvals

Number Approved	Number Not Approved	Number Absent	Vote Date
9	0	4	2020-03-10