

# Herbert Slater Middle School



*Principal: Mitchell Tucker*

*November 13, 2019*

# ***SRCS LCAP Goals***

**Goal 1: Provide a coherent, rigorous and relevant teaching and learning program to graduate college and career ready students.**

**Goal 2: Increase student and family wellness and engagement through the full service community school model.**



# ***SRCS Theory of Action***

If we improve the quality of practice **through the** continuous development of Leadership capacity to:

- A. Assure warm, safe, dry schools and facilities
- C. Confront and address issues of equity and access
- E. Engage in problem-solving through an inquiry cycle for growth
- F. Facilitate the development of a sense of purpose
- L. Lead and guide focused professional learning
- P. Provide and strengthen social and emotional supports
- R. Recognize and implement quality instruction
- T. Target and align resources
- U. Utilize data to inform the inquiry cycle for growth

Then, we have much work to do as a district. No longer will student outcomes be predicted based on race, differently abled, socioeconomic status, and/or the language spoken at home.



# ***Santa Rosa City Schools Strategic Plan***

## ***2019-2024***

***Vision:*** SRCS will send students into the world who are empowered to work together, find purpose, think critically, embrace diversity, adapt to our changing planet, and live healthy and fulfilling lives.

***Mission:*** SRCS ensures equitable access to a transformative educational experience grounded in the assets of our students, staff, and community. We nurture the whole student in an engaging, challenging, and safe environment. We recognize and value each student's individuality and our community's cultural wealth.

# ***Santa Rosa City Schools Strategic Plan Priorities***

**2019-2024**

**Priority 1- Life Ready Learners**

**Priority 2- Balanced Education**

**Priority 3- High Quality Staff**

**Priority 4- Teaching and Learning Environment and Resources**

**Priority 5- Equity and Excellence**

**Priority 6- Family Engagement and Community Partnerships**

**Priority 7- Sustainable Funding**



# ***Herbert Slater SPSA Goals***

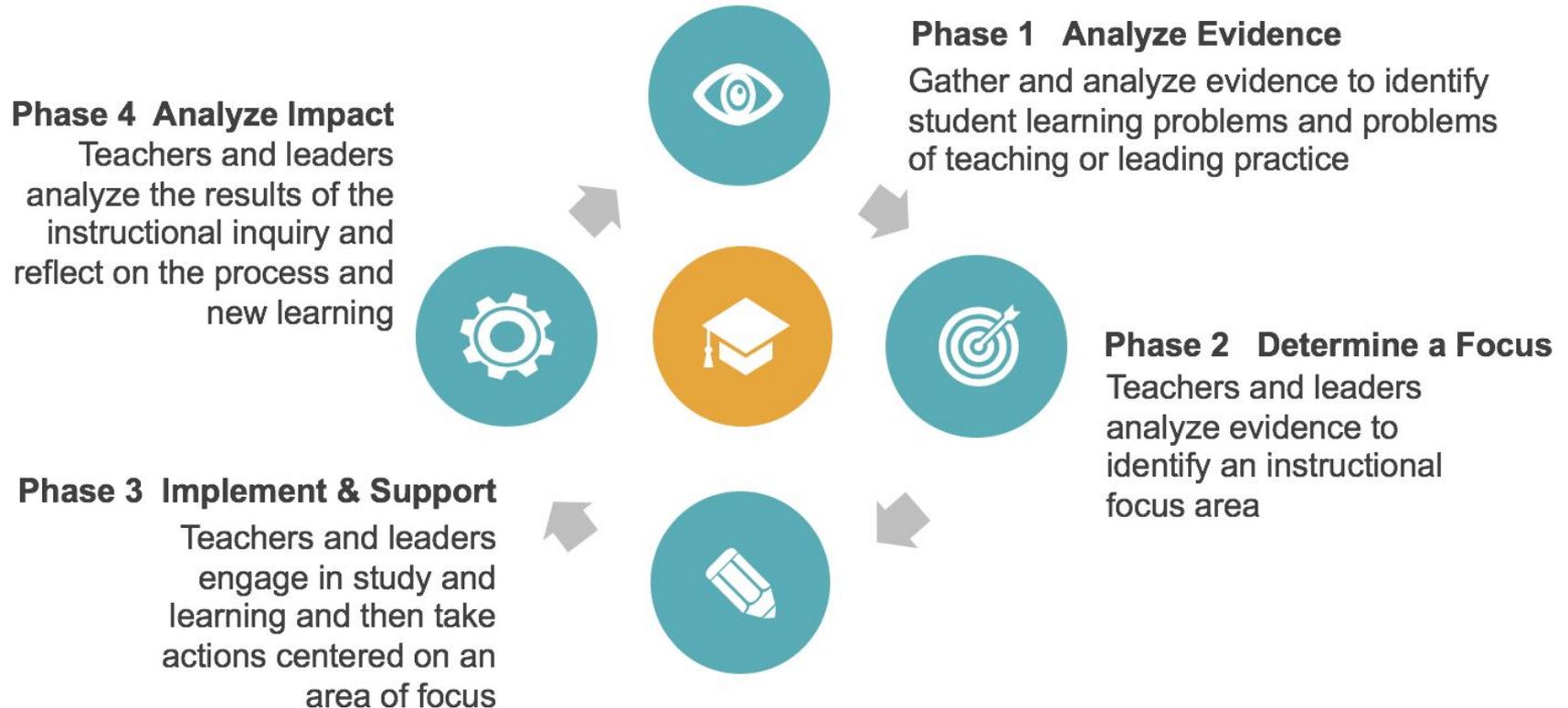
**Goal 1:** All students will have equitable access to a district and state standards based curriculum with comprehensive instructional strategies that support college and career readiness. Specifically, Slater will implement a school wide writing project across the curriculum at DOK level 3.

**Goal 2:** Increase student and family engagement to build a positive school community.



# Inquiry Cycle

## Instructional Leadership



# ***Herbert Slater Cycle of Inquiry***

**How will the implementation of a school wide writing project improve student achievement and student engagement at Slater?**

**How has the Spartan Pride Page impacted student and family engagement at Slater?**



# *Analyze Slater's Evidence*

- **ESSA...Low Performing Student Block Grant Program.**
- **SPSA needs assessment reveals SpEd, ELs, Latino all underperforming on CAASPP tests.**
- **Systematic teacher collaboration is needed.**
- **Overall CAASPP scores under state average.**



# *Analyze Slater's Evidence*

- **No CAASPP Data from 2017-2018**
- **CAASPP Data from 2016-17 Met or Exceeded**  
**ELA: 42% Math: 27%**
- **CAASPP Data from 2018-19 Met or Exceeded**  
**ELA: 44% Math: 29%**
- **California State Average ELA: 50% Math 37%**

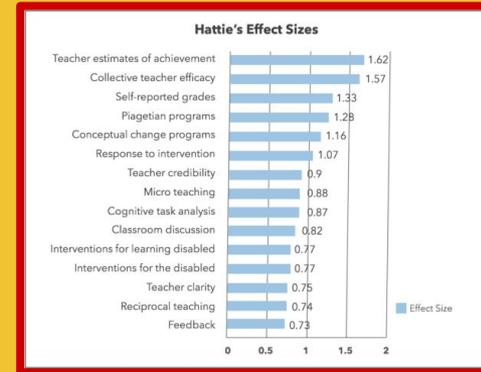


Sub-Groups	Reading Dispro	Math	Suspensions	Chronic Abs.		
Foster	N/A	N/A	N/A	N/A		
EL	N/A	N/A	9.6% Declined 2.1%	11.9% Declined 46%		
Latino	N/A	N/A	10.6% Declined 1.2%	11.7% Declined 40%		
Spec. Ed	N/A	N/A	16.9% Declined 5.5%	22.4% Declined 44%		
White	N/A	N/A	7.2% Declined 2.7%	10.7% Declined 41%		



# Determine a Focus Goal 1

- School Wide Writing Project.
- All departments will develop writing prompts.
- All writing genres will be implemented...Narrative, Persuasive, and Informational.
- Common rubrics will be used in all departments.
- SLT InnovateEd team acts as lead.
- Department Cohorts developed.



## ***Determine a Focus Goal 2***

- **Pride Page...year two of implementation**
- **Staff and Administrative support is strong**
- **Changes...cell phone and tardy policy**
- **More consistency with weekly P.P. rewards**
- **New student planners funded for next year**



# ***Implement and Support***

- **Create Writing Website for teacher support**
- **Planned the writing prompts with departments in September**
- **Execute writing assignments among departments**
- **Score small sample of papers**
- **Collaborate and create benchmark anchoring in Dec.**
- **Assess all writing samples in February**
- **Plan for next year**



# Implement the Spartan Pride Page

- Positive Behavior Intervention Support
- Tier I Level Behavior Support
- Targets SPSA Goals 1 and 2
- Low Level Discipline Focus
- Rewards and Recognition

Spartan Pride Page  
January

Print Student Name: Stedding Stougal SID # \_\_\_\_\_



Jan 7 Monday	Tuesday	Wednesday	Thursday	Friday
Jan 14 Monday	Tuesday	Wednesday	Thursday	Friday
Jan 21 Monday NO SCHOOL	Tuesday	Wednesday	Thursday	Friday
Jan 28 Monday	Tuesday	Wednesday	Thursday	Friday

CODES FOR INFRACTIONS:

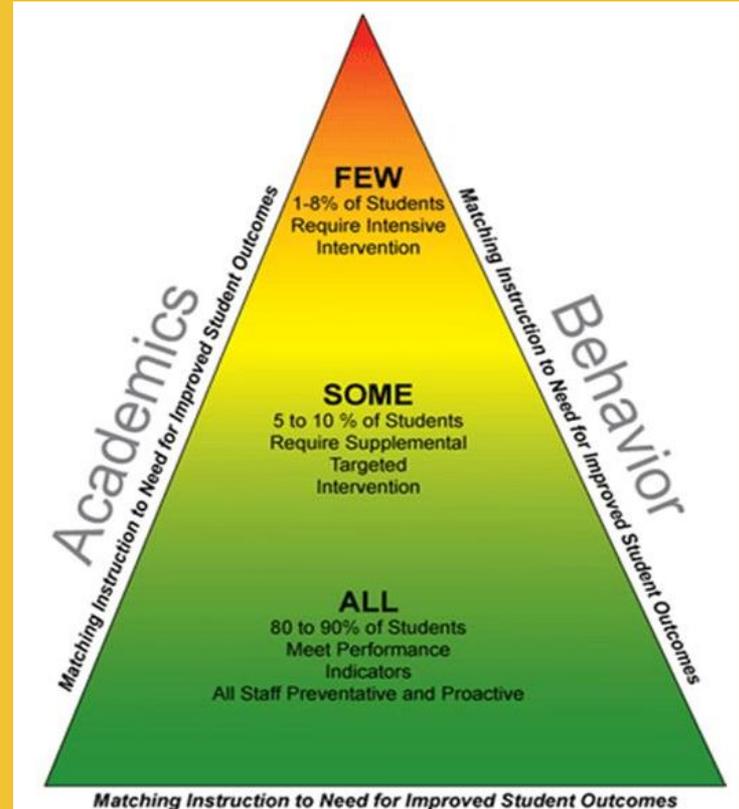
1. Class/School Rules	2. Supplies	3. Excessive Talking
4. Gum	5. Language	6. Horseplay/hands-off
7. Annoying Behavior/Rumors	8. Dress Code	9. Failure to Follow Directions
10. Defiance	11. Electronics/Cell phone, iPods	
12. Other _____		



# *Focus for Struggling Students*

**(COST) Coordinated Support Team:**

- **Admin, Counselors, FAF, Attendance Tech, Restorative Specialist, Student Advisor, SAY Counselor**
- **Meetings weekly**
- **Strategic planning for specific students**



# *Analyze Impact Goal 1*

- Using anchored benchmarks, determine strengths and weaknesses.
- Professional Development time to compare curriculum and lesson planning for the next year.
- Breakdown the CAASPP scores next fall.
- Student surveys to get their perspective.
- Communicate with Montgomery High teachers and determine their perspective with strengths and weaknesses.



## ***Analyze Impact Goal 2***

- **Expected student behavior to improve in year two.**
- **Pride Page Rally attendance increased 33%.**
- **Improved planners were effective.**
- **We need to get student feedback to improve.**
- **Staff feedback at every staff meeting.**



# Reflection and Learning

- **Collective learning (staff and principal)...***The power of collaboration. Slater staff is dedicated to high achievement for our students. It is rewarding to see everyone recognize our needs and pull together.*
- **Your learning as a leader...***I am learning how to be a better communicator and implement more planning time into our daily routine. I am learning to delegate more effectively and let the experts lead.*
- **Your learning and leadership to accomplish the MVP...***The new MVP is thorough and diverse when it comes to meeting the expectations of all stakeholders in our SRCS community.*
- **Barriers for students, families, staff, and you...***Making sure that we follow through with the implementation of our Inquiry Cycle.*

## ***Next Steps and Next Focus Area***

- **Don't lose momentum on the writing project.**
- **Evaluate our progress following the Kincade Fire.**
- **Empathy through our Connections Program.**
- **Hire a campus supervisor.**
- **New security cameras and new HVAC systems.**
- **New roofing and skylights will be completed soon**

# *Appreciations*

