

# SHMS SIT Plan 2024-2025

- **SHMS Vision:** Our vision is to inspire students in a dynamic, inclusive environment to explore passions, cultivate critical thinking, and develop leadership confidence.
- **SHMS Mission:** Our mission is to inspire and empower students to reach their full potential through academic excellence, personal growth, and community engagement
- **SHMS Belief Statements:**
  - All students have the potential to achieve, although at different paces.
  - Engaging the student's family and community in the education process enhances learning and academic achievement
  - Relationships are an important component in a prevention-based discipline program and in the academic success of the whole child.

Goal #	Goal	Responsible Party	
1	By June 2025, SHMS will increase proficiency by 5 points in cohort Math, Reading, and Science Achievement.	Hancock	A2.01 & A4.02 (PLCs)
	<ul style="list-style-type: none"> <li>● Students will participate in at least one field trip during the school year to enhance/extend classroom instruction</li> <li>● Secure three Academic Support TAs to be used for support and resources in academic classes</li> <li>● Continue to use the MTSS Interventionist position to oversee the MTSS process and strengthen core instruction to support the social, physical, emotional and academic needs of students in Social Studies, Science, Reading, Math, and Electives.</li> <li>● Continue to distribute a monthly newsletter to include parent resources and utilize Blackboard Connect, the lobby board and social media to communicate with parents</li> <li>● Utilize Math and Reading Curriculum as well as Science and Social Studies Pacing Guides for alignment and engagement with 80% fidelity</li> <li>● Utilize small groups at least twice a week to address deficits and/or accelerate students in the classroom with 80% fidelity</li> <li>● Provide transitional programs for 6th - 8th grades, including 8th grade Transition, 6th grade Orientation, etc.</li> <li>● Provide professional development opportunities for staff (MS Conf, STEAM Conf, AIG Conf, Making Schools Work Conf, etc)</li> <li>● Implement STEAM in select classrooms to support problem solving while strengthening content areas</li> <li>● Utilize EOG Trackers and Teacher Data Conferences to establish progress and next steps</li> <li>● Celebrate accomplishments of students each semester</li> <li>● Utilize the media center to encourage reading and build fluency and knowledge through media resources (Maker Space)</li> </ul>		A2.04 (Develop standard-align ed instruction)  A4.01 (MTSS)  A4.16 (Student Transitions)  B2.03 (Schedule for PLCs)  B3.03 (Principal schedule for walkthroughs/ observations)

	<ul style="list-style-type: none"> <li>• Provide instructional resources to support learning in the classroom (STEM KITS, Nearpod, Classkick, IXL, EOG Prep Materials, Reading Scope Magazine, Technology Equip)</li> <li>• Incorporate Instructional Rounds quarterly to allow staff to observe quality instruction and gain strategies</li> <li>• Utilize Elective teachers to support in instructional standards in Reading, Math, Social Studies and Science</li> </ul>		<b>D1.02 (Professional Development)</b>
<b>2</b>	By June 2025, SHMS will reduce loss of instructional time by decreasing the number of OFFICE DISCIPLINE REFERRALS (ODRs) by 25% school-wide.	Jones	<b>A1.07 (Employ Effective Classroom Management)</b>  <b>A4.06 (SEL)</b>  <b>B2.03 (Schedule for duties)</b>
	<ul style="list-style-type: none"> <li>• Create and use Student Accountability Contract to hold students accountable for grades/attendance</li> <li>• Create a master schedule to include teams as a means to curb behaviors and build relationships</li> <li>• Utilize FLEX TIME to provide SEL skills for students and build relationships through, SEL Nearpod lessons, Clubs, and/or Social Media Responsibility Training for students</li> <li>• Create a duty schedule that maximizes supervision of students in high need areas during transitions, arrival and dismissal, including support staff and the SRO</li> <li>• Continue to use chill out stations for students (Student Support), in addition create Staff Chill Out Stations (Breastfeeding Room)</li> <li>• Provide staff training on Culturally Responsive Teaching and Learning, PBIS, Harry Wong Training, Engagement Strategies and review policy/procedures concerning discipline for consistency</li> <li>• Continue to utilize grade level competitions to set goals and monitor office referrals per grade level</li> <li>• Establish Men's and Women's Clubs to encourage respect and teach skills for success in and out of the school setting</li> </ul>		
<b>3</b>	By June 2025, 80% of SHMS teachers will consistently utilize the high yield, research-based strategies outlined in SCS' Non-negotiables and utilize the planning process to create aligned lessons as indicated by walkthrough data and observations.	Herring/ Covington	<b>B2.01 (Supports Teachers)</b>  <b>C3.04 (Recruiting Teachers)</b>
	<ul style="list-style-type: none"> <li>• Continue to implement SHMS BT Lead to provide training and support throughout the year to include summer orientation</li> <li>• Continue to provide in-depth classroom management training for teachers with 1 - 3 years experience</li> <li>• Provide a buddy pool, outside of the BTs Team, for additional support and resources</li> <li>• Create a PBIS Initiative for Staff to recognize the great deeds and contributions of staff members</li> <li>• Schedule team building activities at least once a month to build camaraderie amongst staff via the Sunshine Committee</li> <li>• Create a chill out space for staff to meditate, chill out and/or regroup when needed (Lactation Room)</li> <li>• Create a Parent/Teacher/Student Organization (PTSO)</li> </ul>		

<b>4</b>	<b>By June of 2025, SHMS will increase Parent and Family Engagement by 5% by implementing a comprehensive plan that includes targeted strategies to enhance communication, participation and collaboration between the home, school, and community.</b>	<b>Covington</b>	
	<ul style="list-style-type: none"> <li>• Develop strategies to increase engagement and participation of parents and families.</li> <li>• Improve communication between the home, school and community</li> <li>• Increase attendance at Title I meetings and events.</li> <li>• Enhance family participation in school decision-making processes.</li> <li>• Create a PTSO (Parent, teacher, student organization)</li> <li>• Host Parent Nights to increase parent participation and provide resources for parents/guardians (Intramural Night, Student Performance paired w/ Parent Night, SpartanFest (Night full of Spartan Resource, AIG Advisory, EC Conf, PBIS Conference, etc.)</li> </ul>		<b>E1.05</b>  <b>E1.07</b>  <b>E1.11</b>