




# Northwestern Middle School



**STUDENT ACHIEVEMENT**  
*We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.*



**PEOPLE AND CULTURE**  
*We provide a welcoming environment and positive school and district culture for students, families and employees.*



**COMMUNITY COLLABORATION**  
*We engage families, community members and civic organizations as active partners.*



**FISCAL RESPONSIBILITY**  
*We manage and protect public funds and assets through efficient and effective use of available resources.*

**Outcomes: What will success look like for our school?**

**8<sup>th</sup> Grade Literacy**  
 95% of 8<sup>th</sup> grade students will read at or above grade level

**Student Success Skills**  
 100% of students will demonstrate mastery of interpersonal skills

**School and District Culture**  
 Increase the percentage of families and students who would recommend Northwestern Middle School as a place to attend school to a friend or family member

**Staff Engagement**  
 Increase the percentage of employees who would recommend Northwestern Middle School as a place to work to a family member or friend

**Partnerships**  
 Increase the number of impactful partnerships that align to school goals

**Family Engagement**  
 Increase the percentage of families who feel empowered to support their students' educational journeys

**Transparent and Efficient Management of Local Funds**  
 Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils

**Initiatives: What will we do to achieve success?**

**Balanced Literacy Framework**  
 Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning

**Positive Behavior Intervention Supports**  
 Implement proactive approaches to the behavioral, emotional, academic, and cultural development of students

**Stakeholder Connections**  
 Increase engagement with families via technology and face to face interactions

**Staff Recognition**  
 Recognize and honor employees for reaching specific goals or producing high quality results in the workplace

**Community Champions**  
 Cultivate and sustain community champions to support student achievement

**Parent University**  
 Offer programs that include free courses, family events and activities to equip families with new or additional skills, knowledge, resources and confidence

**Effective Budgeting**  
 Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals



# Northwestern Middle School

**Initiatives:**  
What will we do to achieve success?

**Critical actions:** What major actions will we complete and by when?

**Evidence of progress:** How will we know that the initiative is working?

**Outcomes:** What will success look like for our school?

**Student Focused Learning**

- Incorporate research-based strategies that enhance students abilities to read for learning in all content areas
  - DBQ – Social Studies
  - CER – Science
  - LBQ – ELA
  - Fountas & Pennell - Reading

- Increase the percentage of students scoring in the low risk or above average performance bands on:
  - FastBridge
  - Milestones
- Teachers use the Standards Mastery Framework to identify a student’s proficiency level for each prioritized standard in Reading

**8<sup>th</sup> Grade Literacy**  
95% of 8<sup>th</sup> grade students will read at or above grade level



## STUDENT ACHIEVEMENT

*We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.*

**Positive Behavior Intervention Supports**

- Train all staff in implementing positive behavior interventions strategies
- Inform parents on the behavior interventions strategies being used in the building
- Train all staff in techniques on addressing and preventing bullying/harassment
- Inform parents on techniques being used in the building for preventing bullying/harassment

- Decrease the number of office referrals for infractions that deal with negative student to student interactions and student to teacher interactions (PBIS Survey)
- Survey stakeholders to assess stakeholder perception on the occurrence of incidents of bullying/harassment (Health Survey)

**Student Success Skills**  
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**Stakeholder Connections**

- Implement year one of Northwestern Middle School cultural awareness and responsive action plan
- Leverage technology to better communicate to all stakeholders
- Provide face to face forums and conference opportunities to increase positive stakeholder interactions

- Survey stakeholders on cultural sensitivity
- Track parent communication and see an increase in viewership of messages
- Track parent attendance to the various face-to-face opportunities offered over the course of the semester
- Attain and maintain a five-star climate rating from the Georgia Department of Education

**School and District Culture**  
Increase the percentage of families and students who would recommend Northwestern Middle School as a place to attend school to a friend or family member



**PEOPLE AND CULTURE**

*We provide a welcoming environment and positive school and district culture for students, families and employees.*

**Staff Recognition**

- Formally recognize staff for outstanding achievement aligned to our schools strategic plan
- Assign teacher with less than 3 years experience to a mentor veteran teacher.
- Identify teacher leader opportunities for veteran teachers to share and grow with faculty.

- Track the number of recognitions over the course of the year
- Increase the number of teachers that stay with Northwestern Middle School after three year
- Increase the number of teachers with school-based leadership roles

**Staff Engagement**  
Increase the percentage of employees who would recommend Northwestern Middle School as a place to work to a family member or friend



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**Community Champions**

- Identify potential external organizations that our school can partner with to support literacy and positive student interactions
- Leverage SGC's outreach and communication committee to regularly meet with PTSA and other external stakeholders to better align around school goals
- Leverage members from different stakeholder groups to serve as community champions

- Log hours business volunteers serve the school community
- Quarterly roundtable meetings with Community Champions to discuss the school's needs

**Partnerships**  
Increase the number of impactful partnerships that align to school goals



## COMMUNITY COLLABORATION

*We engage families, community members and civic organizations as active partners.*

- Determine the top needs of families and develop an action plan to address the needs through parent university programs
- Collaborative meetings with feeder schools to align student, staff, parent and community events

- Increase in parent participation in parent university offerings
- Increase in parent satisfaction with parent university offerings
- Increase in parent-led course through Parent University

**Family Engagement**  
Increase the percentage of families who feel empowered to support their students' educational journeys

**Parent University**



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Effective Budgeting

- Minimize monthly deficits by monitoring your budget
- Principal and administrative staff will review the Budget Accountability Report (BAR) monthly
- SGCs will monitor school General Fund on a quarterly basis

- Average monthly deficits are 1 or less each month
- Carryover is projected to be less than 5% at the end of the school year

**Transparent and Efficient Management of Local Funds**  
Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils



## FISCAL RESPONSIBILITY

*We manage and protect public funds and assets through efficient and effective use of available resources.*