

Union Township Middle School



PL-221 School Improvement Plan








2023-2026

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UTMS Professional T.E.A.C.H. Communities

<p><u>Trusted collaboration</u></p> <p>How do we work with each other? Teacher to teacher, teacher to student & student to student within the curriculum and cross curricularly?</p>	<p><u>Jerry Hale - Team leader</u> Kerri Blaszkiewicz Kristen Eleftheri Barb Snyder Laura Ornelas</p>	
<p><u>Classroom Engagement</u></p> <p>How do we create our positive learning environment? (Reading, Writing, Listening, Speaking)</p>	<p><u>Annmarie Sims- Team leader</u> Molly Ochall Aaron Gibson Tom Bonez</p>	
<p><u>Reaching All levels of learners</u></p> <p>How do we challenge different types of learners and different abilities in & out of the classroom? How do we best plan lessons and write learning objectives to accomplish (Data – Math ILEARN, NWEA)</p>	<p><u>Brittnie Beach- Team leader</u> Robyn Buehrle Ashley Elliot Mallori Lucas</p>	
<p><u>Clear objectives</u></p> <p>Do they know what we want in our classrooms? (Bully Prevention/ Expectations/ Rules/Classroom Management)</p>	<p><u>Tim Brunton- Team leader</u> Laura Klimczak Rob Gass Luis Guillen Dennis Spoor</p>	
<p><u>Higher level questioning</u></p> <p>Can we use our conversation in the classroom to inspire deeper thought and enriched content retention? How do we inspire to increase learning and participation?</p>	<p><u>Mark Harnew- Team leader</u> Sean Cunningham Kaelyn Miller Laurel Boender Kathy Tucker</p>	

I. Introduction

A. Description of the School, Community and the Educational Programs.

Union Township was organized in Porter County in 1836. The township is located in Porter County approximately forty-five miles southeast of Chicago. It occupies roughly 31 square miles and is composed of rural, farm, and suburban areas. Our current school system was part of a countywide group known as the Porter County Schools. Union Township School Corporation left that group and became an independent school district. A combined Union Township Middle School/High School was built in 1976. In 1999, six classrooms were added to the middle school. Also built at that time were a field house, auditorium, natatorium, and a cafeteria, which are shared by the middle school and high school. Although two separate identities have been established, it is necessary to share the special facilities (cafeteria, fine arts, field house, pool, and health clinic) and special area teachers (vocal music, instrumental music, engineering/technology, and World Language (Spanish) with Wheeler High School.

UTMS has **eighteen** full-time teachers, two full-time special education teachers, four shared teachers with Wheeler High School, **and one full-time SPED Para**. The administrative structure is composed of a principal, counselor, attendance/athletic/ receptionist-secretary, **Dean of Students and Athletic Director**.

Following the traditional middle school concept, the core classes meet for 50-minute periods daily. An advisor/advisee period meets for the first 19 minutes each day. The core teachers meet during a 50-minute period as their team planning time, along with a personal 50-minute planning period each day. During the grade level team planning period, students attend band, choir, **College & Careers** or exploratory rotation classes. The following rotation classes are available in three trimester rotations: World Language (Spanish), **Business and Information Technology**, Engineering/Technology, and Study Lab. Choir and Band are offered to students who choose to be in the music program, which meets the entire year in place of rotation classes. The students also have an end of the day resource time in which all teachers are available to work with students from 2:45 to 3:05 PM. Students may go to the media center to continue their studies until 4:00 PM. The media Aide is available during this time.

To assist students needing extra help, preventive and remediation programs have been made available to the students. After school study tables are mandatory for students who are participating in extracurricular activities and are receiving a “D” or “F” on their progress reports. Accelerated classes are in place in math and Language Arts for identified high ability students.

Union Township School Corporation was incorporated in 1982 and is the township's largest employer. Members of the teaching staff encompass a variety of educational backgrounds and teaching experiences. There are four schools within the township: two elementary schools, one middle school and one high school. The enrollment at Union Township Middle School has decreased the past several years, currently totaling **319** students. The average class size will be 21-22 students. Student attendance averaged 96.7% over the last three years.

The racial makeup of the student body (grades six, seven, and eight) is **80%** Caucasian, **14%** Hispanic, **3%** African American, **2%** Multi-racial and **1%** Native American and Pacific Islander. An average of 17% of the students qualified for special education services and an average of **29%** of the students qualified for free/reduced price meals.

B. Description and Location of the Curriculum

The middle school curriculum covers all of the core curricular areas that include: math, language literature, language grammar, science, social studies, and physical education/health. **Students also have the opportunity to earn high school credit in Algebra I and College and Careers**. All core subjects are directly related to Indiana State Standards. The Indiana College and Career Readiness State Standards were incorporated into the curriculum beginning the 2019-2020 school year.

For the 2023 academic school year, IDOE streamlined (by 25%) Indiana’s Academic Standards in English/Language Arts, Mathematics, Science and Computer Science, and Social Studies. This was implemented to focus on the essential knowledge & skills while promoting a rigorous learning environment. Indiana Academic Standards can be located on DOE website at: <http://www.doe.in.gov/standards> Note: Textbook curriculum is available online via our school website.

C. Titles and Descriptions of Assessment Measures

Assessment tools that monitor student progress include the core classes' summative and formative evaluations, ILEARN, NWEA Math and Language Arts online curriculum assessment program. Staff members have been developing end of course or trimester assessments to determine student mastery of "Student Learning Objectives". Teachers are evaluated each year with the UTSC modified RISE assessment tool. For 2017-18, the UTSC purchased 10 "seats" for the use of Odysseyware, an online curriculum program that can be used by students in high school and middle school. In the middle school, Odysseyware will be used by students who are identified by academic progress and standardized testing data to remediate math and language arts. Other uses will continue to be explored.

We are able to measure growth in student achievement in the areas of reading comprehension, language usage, mathematics, science, and social studies. Test results will track student achievement among terms and across years. The DOE provides schools with individual LA and Math Staff Growth Model data.

Beginning in 2018-19, all 8th grade students were administered the PSAT's. This accomplishes a number of goals, the main goal to prepare them for a successful high school career. It exposes them to the different kinds of questioning commonly found on high-level testing in years to come, as well as help appropriately place them in courses so they reach their maximum potential academically within the Union Township School Corporation.

6th Grade	7th Grade	8th Grade
Required Courses https://www.doe.in.gov/standards	Required Courses https://www.doe.in.gov/standards	Required Courses https://www.doe.in.gov/standards
Advisory – 19 Minutes <ul style="list-style-type: none"> • Bearcat News • Pledge/Moment of Silence • Daily Announcements • Special Programming 	Advisory - 19 Minutes <ul style="list-style-type: none"> • Bearcat News • Pledge/Moment of Silence • Daily Announcements • Special Programming 	Advisory - 19 Minutes <ul style="list-style-type: none"> • Bearcat News • Pledge/Moment of Silence • Daily Announcements • Special Programming
Math <ul style="list-style-type: none"> • Accelerated- 6/7 Standards • Regular • Support 	Math <ul style="list-style-type: none"> • Accelerated - Pre-Algebra • Regular • Support 	Math <ul style="list-style-type: none"> • Accelerated – Algebra I • Pre-Algebra • Support • WHS Geometry/Algebra II
Language Arts – Literature/Reading <ul style="list-style-type: none"> • Accelerated • Regular • Support 	Language Arts – Literature/Reading <ul style="list-style-type: none"> • Accelerated • Regular • Support 	Language Arts – Literature/Reading <ul style="list-style-type: none"> • Accelerated • Regular • Support
Language Arts – Grammar/Writing <ul style="list-style-type: none"> • Accelerated • Regular • Support 	Language Arts – Grammar/Writing <ul style="list-style-type: none"> • Accelerated • Regular • Support 	Language Arts – Writing Skills <ul style="list-style-type: none"> • Accelerated • Regular • Support
Science <ul style="list-style-type: none"> • Regular • Support 	Science <ul style="list-style-type: none"> • Regular • Support 	Science <ul style="list-style-type: none"> • Regular • Support
Social Studies (Western World/Civics) <ul style="list-style-type: none"> • Regular • Support 	Social Studies (Eastern World) <ul style="list-style-type: none"> • Regular • Support 	Social Studies (U.S. History – to 1877) <ul style="list-style-type: none"> • Regular • Support

Physical Education and Health <ul style="list-style-type: none"> • 1st and 2nd Trimesters Art Foundations <ul style="list-style-type: none"> • 2nd Trimester 	Physical Education and Health <ul style="list-style-type: none"> • 2nd and 3rd Trimesters Art Foundations <ul style="list-style-type: none"> • 1st Trimester 	Physical Education and Health <ul style="list-style-type: none"> • 1st and 2nd Trimesters Art Foundations <ul style="list-style-type: none"> • 3rd Trimester
Student Choice	Student Choice	Student Choice
Instrumental Music - 3 Trimesters	Instrumental Music - 3 Trimesters	Instrumental Music - 3 Trimesters
	Vocal Music - 3 Trimesters	Vocal Music - 3 Trimesters
FACS <ul style="list-style-type: none"> • 1 Trimester Computer Science <ul style="list-style-type: none"> • 1 Trimester General Music <ul style="list-style-type: none"> • 1 Trimester 	FACS <ul style="list-style-type: none"> • 1 Trimester Computer Science <ul style="list-style-type: none"> • 1 Trimester World Language (Spanish) <ul style="list-style-type: none"> • 1 Trimester 	FACS <ul style="list-style-type: none"> • 1 Trimester Computer Science <ul style="list-style-type: none"> • 1 Trimester World Language (Spanish) <ul style="list-style-type: none"> • 1 Trimester
Instruction Plus - Administration/Sped. Teacher Placement	Instruction Plus - Administration/Sped. Teacher Placement	Instruction Plus - Administration/ Sped. Teacher Placement

6 th Grade	7 th Grade	8 th Grade
Required Courses http://www.doe.in.gov/standards	Required Courses http://www.doe.in.gov/standards	Required Courses http://www.doe.in.gov/standards
Math <ol style="list-style-type: none"> 1. Number Sense 2. Computation 3. Algebra and Functions 4. Geometry and Measurement 5. Data Analysis and Statistics 	Math <ol style="list-style-type: none"> 1. Number Sense 2. Computation 3. Algebra and Functions 4. Geometry and Measurement 5. Data Analysis, Statistics, Probability 	Math <ol style="list-style-type: none"> 1. Number Sense 2. Computation 3. Algebra and Functions 4. Geometry and Measurement 5. Data Analysis, Statistics, Probability 6. Algebra I (Accelerated)
Language Arts – Literature/Reading Reading: Literature <ol style="list-style-type: none"> 1. Reading: Non-Fiction 2. Reading: Vocabulary 3. Media Literacy 	Language Arts – Literature/Reading <ol style="list-style-type: none"> 1. Reading: Literature 2. Reading: Non-Fiction 3. Reading: Vocabulary 4. Media Literacy 	Language Arts – Literature/Reading <ol style="list-style-type: none"> 1. Reading: Literature 2. Reading: Non-Fiction 3. Reading: Vocabulary 4. Media Literacy
Language Arts – Grammar/Writing <ol style="list-style-type: none"> 1. Writing/Grammar 2. Speaking & Listening 	Language Arts – Grammar/Writing <ol style="list-style-type: none"> 3. Writing/Grammar 4. Speaking & Listening 	Language Arts – Writing Skills <ol style="list-style-type: none"> 1. Writing/Grammar 2. Speaking & Listening
Science <ol style="list-style-type: none"> 1. Physical Science 2. Earth and Space Science 3. Life Science 4. Science, Engineering, and Technology 	Science <ol style="list-style-type: none"> 1. Physical Science 2. Earth and Space Science 3. Life Science 4. Science, Engineering, and Technology 	Science <ol style="list-style-type: none"> 1. Physical Science 2. Earth and Space Science 3. Life Science 4. Science, Engineering, and Technology
Social Studies (Western World – Europe and America) <ol style="list-style-type: none"> 1. History 2. Civics (3rd Trimester) and Government 3. Geography 4. Economics 	Social Studies (Eastern World – Africa, Asia, South Pacific) <ol style="list-style-type: none"> 1. History 2. Civics and Government 3. Geography 4. Economics 	Social Studies (U.S. History – begin to 1877) <ol style="list-style-type: none"> 1. History 2. Civics and Government 3. Geography 4. Economics
Physical Education/Health <ol style="list-style-type: none"> 1. Motor Skills and Movement Patterns 2. Movement Concepts 3. Physical Activity 4. Health-Enhancing Physical Fitness 5. Responsible Personal and Social Behavior 6. Value of Physical Activity 	Physical Education/Health <ol style="list-style-type: none"> 1. Motor Skills and Movement Patterns 2. Movement Concepts 3. Physical Activity 4. Health-Enhancing Physical Fitness 5. Responsible Personal and Social Behavior 6. Value of Physical Activity 	Physical Education/Health <ol style="list-style-type: none"> 1. Motor Skills and Movement Patterns 2. Movement Concepts 3. Physical Activity 4. Health-Enhancing Physical Fitness 5. Responsible Personal and Social Behavior 6. Value of Physical Activity

<ol style="list-style-type: none"> 1. Health Promotion and Disease Prevention 2. Interpersonal Communication Skills 3. Decision-Making Skills 4. Goal-Setting Skills 5. Health-Enhancing Behaviors 6. Advocate for personal, family, community 7. Mental well-being 8. Total body wellness Art Foundations <ol style="list-style-type: none"> 1. History and Culture 2. Visual Literacy 3. Creating Art 4. Integrated Studies 	<ol style="list-style-type: none"> 1. Health Promotion and Disease Prevention 2. Interpersonal Communication Skills 3. Decision-Making Skills 4. Goal-Setting Skills 5. Health-Enhancing Behaviors 6. Advocate for personal, family, community 7. Mental well-being 8. Total body wellness Art Foundations <ol style="list-style-type: none"> 1. History and Culture 2. Visual Literacy 3. Creating Art 4. Integrated Studies 	<ol style="list-style-type: none"> 1. Health Promotion and Disease Prevention 2. Interpersonal Communication Skills 3. Decision-Making Skills 4. Goal-Setting Skills 5. Health-Enhancing Behaviors 6. Advocate for personal, family, community 7. Mental well-being 8. Total body wellness Art Foundations <ol style="list-style-type: none"> 1. History and Culture 2. Visual Literacy 3. Creating Art 4. Integrated Studies
Instrumental Music - Full year	Instrumental Music- Full year	Instrumental Music- Full year
Vocal Music- Full year	Vocal Music- Full year	Vocal Music- Full year
Business & Info Technology - 18 weeks Computer Science - 18 weeks	Business & Info Technology - 12 weeks Computer Science - 12 weeks World Language (Spanish) - 12 weeks	Business & Info Technology - 12 weeks Computer Science- 12 weeks World Language (Spanish) - 12 weeks

I. **UTMS Mission, Vision, and Goals/Strategies**

Mission Statement

Every student, every day!

Vision Statement

UTMS is a place where students are eager to learn, parents are actively involved, and highly effective personnel desire to work. Every student is challenged to accomplish exemplary levels of achievement through a rigorous, diversified curriculum provided in a safe and supportive educational environment.

We believe:

- every student will have the opportunity to reach their highest level of personal success
- every student learns best when instructional practice is varied and accommodates individual learning styles
- every student achieves through applying new skills, being fully engaged in classroom situations, and developing higher levels of thinking
- parents/guardians are vital to the success of every student and our schools
- in attracting, hiring, developing, and retaining highly effective employees
- all personnel are valued contributors to student achievement
- our schools are the focal point of the Union Township community
- our schools must effectively communicate with our community
- responsible budgeting and financing maximizes the educational investment in each student
- facilities that are well-maintained enable the school corporation to offer exemplary programs
- every student and staff member deserves a safe school environment protected from violence, bullying, and substance abuse

We value:

- a rigorous, diversified curriculum that includes meaningful literacy activities
- technology that is utilized as an essential tool for students, staff, and the community to enhance thinking, learning, and life skills
- extra-curricular and co-curricular programs that enhance the educational experience of every student
- long range financial planning that safeguards the community's investment in education
- school facilities that are safe and well-maintained, that promote student learning and are sources of pride for our community
- a positive school and community relationship

UTMS Programs and Initiatives aligned with UTSC Goals & Strategies

Challenge every student to realize their growth potential

➤ Utilize incentive programs to motivate students

- STAAAR (Trimester Reward Trips) – Student Trimester Attitude Attendance Achievement Reward
- Honor Roll for Academic Achievement – Principal’s and “A”
- End of Year Attendance Awards – Perfect, Exemplary
- Individual classroom incentives - Team Awards
- Bearcat of the Year (3 selections per grade)
- Enrichment field trips
- Dances, sports, and clubs – social rewards
- Academic Team competitions
- Advisory time - team building
- Red Ribbon Week
- College Go! Week
- Student Spotlight (10-15 per grade per month)
- Guest speakers – careers – special topics
- Student Council - Leadership training & service projects
- NJHS service projects

➤ Communicate with parents regarding student’s potential and need for parental support

- School website – www.union.k12.in.us
- Parent Open Houses (August)
- Parent Night (August)
- 5th Grade Parent Information Night – May
- 8th Grade Completion Ceremony - Final Day
- Student Agenda – notes & signatures
- Harmony Student/Family Information System (Lessons, Grades, Attendance, Discipline, **an electronic Homework Agenda**)
- Canvas LMS - (Learning Management System) - lessons, assignments, projects, collaboration
- Email – mass and individual
- Team planning period – parent meetings for individual progress, RTI, and IEP
- School electronic newsletter
- **Weekly Memo**
- Art shows and program
- IEP, 504, and RtI Case Conference
- Facebook www.facebook.com/UTMiddleSchool
- Twitter - <https://twitter.com/UTMiddleSchool>

- Electronic Sign in front of school listing activities, support

Attract, develop, and retain highly effective personnel

➤ Support staff with effective professional development

- NWI Educational Service Center – District member
- Full day PD in October - professional development for school improvement initiatives
- Weekly team meeting with principal for professional development
- AMLE resources and ASCD curriculum - membership and resources
- VU Middle School Conference (2) - School Membership/Principal - PEP Middle School Chairman for VU
- IMAP Seminars for 1st year teachers
- Professional Learning Communities
- Daily Grade level team meetings
- Begin/End of year review meetings
- Teacher resource library – Team room
- RISE - Staff evaluation reviews and conferences with principal and/or assistant principal
- www.teachingchannel.org – teaching topic videos
- School Safety Conferences
- School Safety Tabletop Exercises
- Canvas - LMS technology platform and training videos and webinars
- Harmony 3 - training and implementation

➤ Market accomplishments of Union Township School Corporation

- *UTMS Commons – Posting of UTMS as an Indiana Department of Education “A” School*
- *UTMS Commons – Posting of UTMS Four Star School Award for 2013 and 2017*
- *UTMS Commons – Posting of UTMS NCLB Blue Ribbon School Award for 2008*
- *UTMS Commons – Display of team plaques, certificates, and trophies for team and school accomplishments*
- Parent Teacher Organization - PTO (in works of organizing with new members for 2023-24)
- PL-221 School Improvement Plan/Steering Committee – Plan posted on Website
- Parent Open House - August
- 5th Grade Parent Information Night – May
- National Junior Honor Society Induction Ceremony - May
- 8th Grade Completion Ceremony – June
- Band/Choir Concerts
- Drama Productions
- Athletic Events
- Monthly school e-newsletter
- Weekly Memos
- Daily announcements (Bearcat News) - read over intercom and video posted on the website
- School website <http://uniontownshipmiddle.union.k12.in.us>
- Facebook www.facebook.com/UTMiddleSchool
- Twitter - <https://twitter.com/UTMiddleSchool>
- IDOE website with data on UTMS <https://compass.doe.in.gov/dashboard/overview.aspx?type=school&id=6843>
- School Board meetings - student speakers and program highlights by administration and staff
- District newsletter
- Key Club & Kiwanis – volunteer/tutoring service
- School Spirit Wear
- End of year awards ceremony
- Art Shows (2)
- Food Drive
- Holiday collection and gift program
- Student Council State Convention/Honor Council

Maintain a culture of Bearcat Pride

➤ Celebrate successes of all schools to indicate unity

- IDOE Grade “A” school banners posted
- Indiana 4-Star school
- School/District ISTEP achievement scores
- School Board meetings
- Spirit weeks (3)
- Pep Rallies (3)
- WHS Homecoming Parade – all schools invited
- Veterans Day programs/luncheon
- Key Club and tutoring
- Drama, Choir, Band, Athletic programs
- Elementary Day
- 5th grade and 8th grade orientation
- Dances (8) – Planned by Student Council/NJHS/Drama Club/Library/Yearbook Club/various clubs and teams
- Honor Student Council - several consecutive years
- Food Drive and Lunch With Santa
- Art Show
- Holiday Fundraiser
- Drug Free Week
- College Go Week
- Foster a team culture
- Student Council Sponsored/Organized School spirit weeks (3)
- Staff meals – celebration and success
- Team meetings - collaboration
- UTSC staff orientation day with breakfast
- Parent provided Staff Appreciation luncheon
- Student Council Teacher Appreciation Week/Luncheon
- Vertical articulation with upper and lower grade level staff
- Subject area staff curriculum analysis and adoption
- Recognition of academic, clubs & sports team accomplishments (3 awards program)

Provide a safe and supportive school environment

➤ Establish a support system for students who need assistance

- Principal/Counselor/Staff – “Every Student, Every Day”
- Electronic - Counselor Referral Form utilizing Google Forms
- WHS Key Club tutors - Tu-Thu - 3-4 PM
- Homework Hotline – Rose-Hulman
- Khan Academy
- Resource officers (5)
- Teacher support before and after school and during lunch
- Student Comment Box to report incidents (good or bad) anonymously
- Paraprofessionals to assist with special needs students
- Parent support
- Advisory - Bearcat News - periodic character program
- NJHS Breakfast Club – 8th grade mentor program for 6th grade
- Random Drug Testing Program (5 students per month)
- Holiday \$ collection - Breakfast with Santa program to assist community students/families in need
- Free and Reduced Lunch and Textbook Assistance program
- Thanksgiving food collection to assist community students/families in need
- 21st Century Scholars program

- 8th grade Reality Store for personal finance reality check/education
 - NJHS Snack Shack/March Madness Dance - proceeds donated to charitable organizations
 - NJHS Thanks for Giving Dance - proceeds to purchase Turkeys for students/families in need
 - Study Island/Get More Math - computer based curriculum program for remediation and enrichment
 - Readworks/No Red Ink - computer based curriculum program for remediation and enrichment
- **Diligently train all staff in the implementation of school safety procedures**
- Beginning of year review of School Safety Plan and Student Health Plans
 - Tabletop exercises (emergency scenarios)
 - School nurse review of Bloodborne Pathogens Plan, Seizure Plan.
 - National School Safety Week - drills and training
 - Monthly fire drills
 - Tornado / Severe weather drills (4)
 - Great Central U.S. Shakeout – Earthquake drill
 - Safe Schools Academy for school safety training - Safe Schools Specialists Annual Renewal
 - Lockdown drills
 - CPR/Defibrillator training
 - Non-violent crisis intervention training
 - Seclusion and Restraint training

All students engage in challenging and appropriate instruction to maximize achievement

- **Continue to assess instructional strategies that engage all learners**
- UTSC RISE Evaluation process – evaluate each staff member with 1 short and 2 long evaluations
<http://www.doe.in.gov/sites/default/files/evaluations/rise-handbook-2-0-final.pdf>
 - AMLE resources and ASCD curriculum - membership and resources
 - VU Middle School Conference (2)
 - HOW WE TEACH
 - Trusted collaboration
 - Classroom Engagement
 - Reaching All Levels of Learners
 - Clear Objectives
 - Higher level of questioning
 - FOCUS (book) - Lesson Plan Strategie: <http://cpm.sweetwaterschools.org/files/2013/03/FOCUS-Book-Notes-2.pdf>
<http://www.mikeschmoker.com/>
- ★ **What We Teach – Focus on:**
- ❖ Indiana College and Career Readiness Standards - <https://www.doe.in.gov/standards>
 - ❖ Subject area articulation
 - ❖ Grade level interdisciplinary connections
- ★ **How We Teach – Focus on:**
1. **Clear Learning Objectives and Purpose**
 - ❖ What are the students going to learn?
 - ❖ What are the students going to do with the learning?
 2. **Anticipatory Set (Bell Activity)** - 1-3 minute - hook, activity, or set-up
 3. **Teaching/Modeling** - small chunks most effective
 - ❖ Discussion - Teacher/Student interaction with lots of student engagement
 - ❖ Demonstrating - Examples of the learning objective by teacher or students
 - ❖ Questioning - Levels of questioning
 - ❖ Proximity - Red, Yellow, and Green zones
 4. **Guided Practice**
 - ❖ Active Student Engagement/Involvement
 - ❖ Pair Share most effective cooperative grouping
 - ❖ Use of technology - a tool for learning
 - ❖ Critical Thinking and Writing
 - ❖ Problem Solving
 5. **Checks for Understanding** - quick formative assessments - most effective ones are not graded

6. **Adjustments to Instruction** - can only be done with effective formative assessments - understanding what the students know and can be able to do with the new learning information

7. **Independent Practice**

- ❖ Classwork - during school time
- ❖ Homework - out of school time - be watchful of the amount

8. **Cooperative Learning Strategies** - Study from Kagan Learning: <https://www.kaganonline.com/>

9. **Classroom Instruction That Works:**

- ❖ Identifying Similarities & Difference
- ❖ Summarizing and Note Taking
- ❖ Reinforcing Effort & Providing Recognition
- ❖ Homework & Practice
- ❖ Nonlinguistic Representations
- ❖ Cooperative Learning
- ❖ Setting Objectives and Providing Feedback
- ❖ Generating and Testing Hypotheses
- ❖ Questions, Cues, and Advance Organizer

➤ **Engage teachers in the practice of purposeful planning, rich curriculum development, and effective teaching strategies**

- RISE Evaluation process – evaluate each staff member with 3 “shorts” and 2 “long” evaluations
- Staff development on Class Learning Objectives
- Personal and Team Planning periods for staff
- Curriculum development using State College and Career Readiness Standards
- AMLE resources and ASCD curriculum - membership and resources
- VU Middle School Conferences (2 per year)

Develop a financial plan that maximizes educational opportunities and maintains fiscal responsibility

➤ **Work within the budget as proposed**

- Responsibly manage General Fund allotment for Instruction Supplies and Travel
- Responsibly manage General Fund allotment for Office Supplies and Travel
- Responsibly manage General Fund allotment for Library Supplies and Travel
- Responsibly manage several Student Activity accounts for student organizations

➤ **Develop a three year plan that prioritizes needs**

- Maintain a 3-year Capital Projects Plan for allotted Capital Projects Funds for Building Improvements
- Maintain a 3-year Capital Projects Plan for allotted Capital Projects Funds for Building Equipment
- Maintain a 3-year Technology Plan for hardware/software

Union Township School Corporation provides comprehensive and effective communication

➤ **Publish newspaper articles highlighting school success**

- Provide articles for District Newsletter
- Provide information for newspaper articles
- Publish monthly school newsletter – sent electronically
- School Website publications and updates

➤ **Maintain up-to-date student database and parental interface**

- Harmony 3 Family Access - for Parent and Student account
- Keep demographic information up-to-date
- Staff records grades on a regular basis for daily parental view (delays may be due to grading tests and papers)
- Two progress reports and one report card each trimester for up-to-date parental view
- Record period and daily attendance for parental view
- Record any student code of conduct violation for parental view

➤ **Utilize ongoing communication with parents regarding school related programs, activities and achievement**

- Parent Open House – August
- Parent Night – August
- 5th grade Parent Information Night – May

- Individual and Mass email
- Monthly school calendar
- Monthly school e-newsletter
- Facebook - <https://www.facebook.com/UTMiddleSchool/>
- Twitter - <https://twitter.com/UTMiddleSchool>
- 8th Grade Honors Ceremony
- Harmony student information system
- **Indiana GPS Dashboard**
- Canvas - LMS
- Webpage - <http://uniontownshipmiddle.union.k12.in.us>
- Music and Drama events
- Academic and Sporting events
- UTSC District newsletter

Annual Performance Report

Union Township Middle School

Current status: NCLB - Made AYP PL-221 – “IDOE” School Grade

Data for PL-221

2012	Indiana 4-Star	School Report Card	A
2013	Indiana 4-Star	School Report Card	A
2014		School Report Card	B
<hr/>			
2015	Beginning of new CCRS and new Statewide test		B
2016	Indiana 4-Star	School Report Card	A
2017		School Report Card	A
2018		School Report Card	A
<hr/>			
2019	ILEARN	School Report Card	A
2020	ILEARN	School Report Card	A
2021	ILEARN	School Report Card	A
2022	<i>need to update</i>		
2023	<i>need to update</i>		

All tested areas are well above state averages per subject and grade. However areas of improvement are needed and addressed on page 29.

2022-2023 ILEARN PROFICIENCY LEVELS

GRADE		MATH	ELA	SCIENCE
6TH	UTMS	63%	57%	41%
	STATE AVERAGE	38%	41%	38%
7TH	UTMS	59%	72%	N/A
	STATE AVERAGE	33%	40%	N/A
8TH	UTMS	42%	54%	N/A
	STATE AVERAGE	32%	44%	N/A

2022-23 Discipline Report

Grade	In School Suspension	Out of School Suspension	Expulsion
6th	0	4	1
7th	1	3	0
8th	4	5	0

IV. Conclusions

A. Community Participation in the School:

The continued improvements and success of the middle school can be attributed to the leadership and dedication of the faculty and administration, along with strong community involvement. Union Township Middle School has formed a number of partnerships within the local community for the purpose of enhanced student learning. The following businesses, universities, and community service organizations are affiliated with Union Township Middle School, and the nature of the involvement is noted: Valparaiso University, Indiana University Northwest, Purdue University Northwest, and Indiana Wesleyan University have established Union Township Schools as a recipient of student teaching assignments. These universities also provide students and teachers with enrichment activities. Valparaiso University sponsors a weather fair, art exhibits, concert choir/orchestra performances, and classes. Purdue University Northwest sponsors the Super Saturday (enrichment classes for honors students), the Challenger Space Center, and summer science programs.

Junior Achievement and Chamber of Commerce sponsor Reality Store (a hands-on experience in career choices and life skills), support school funding programs, and sponsor internships.

Parental Involvement at the Middle School

Parental involvement is a positive strength at UTMS. The following represent areas noteworthy of parent participation in the middle school. We are committed to encouraging and maintaining parental involvement in our programs such as:

UTMS Parent Volunteers	Fundraisers
Coaching sports teams at all levels	Field Trip Chaperones
Music Programs	Drama Programs
Scholastic Book Fair	Guest lectures
Holidays around the world	P.L. 221 representation
Textbook adoption	Committee representation
Appreciation luncheons	Athletic boosters
Career Awareness Speakers	Media Center assistants
Parent Volunteer Tutors	Dances and Lock-In
Food Drive Participation	Harmony 3 Family Access
Canvas LMS	

B. Technology:

Goals and objectives for the technology program are to develop a learning environment that provides students with opportunities to achieve high academic performance through a curriculum that is comprehensive, consistent with state college and career readiness standards, and addresses the needs of each student. UTMS has moved to a 1:1 technology environment for the 2017-18 school year. Each student is equipped with a Chromebook to take to all of their classes to be used as an additional tool for learning. The teachers are using the Chromebook technology as a tool for learning in their lessons as needed. The blended learning environment engages the students in learning with the use of technology and hard copy resources.

Our technology plan continues to facilitate the efficient delivery of essential basic skills, validate the importance of each student's work, and enhance student motivation to learn. The Internet is utilized by students to search for current information, to enhance writing skills, and to communicate not just with other students but also with experts in various fields.

The technology profile of the students at UTMS over the last eight years is one of initiation and progressive development of content and delivery driven by hardware availability and functionality. We have two and one half full computer labs and a partial lab in the media center available for classroom use. The inclusion of technology as a learning tool over the past few years has prepared UTMS staff and students for the 1:1 technology learning environment.

Technology in the Curriculum Progression

Year	Grade 6	Grade 7	Grade 8
2019-2020	-Computer Science, whole grade	-Computer Science, whole grade	-Computer Science, whole grade
2020-2021	-Continued blended learning	-Continued blended learning	-Continued blended learning
2021-2022	-Smartboards (20)	-Smartboards (20)	-Smartboards (20)
2022-2023	-Training for programs	-Training for programs	-Training for programs

2019-2020 2018-2019 2017-2018	- Computer Science - Technology/Engineering - Technology integration with 1:1 Chromebooks per each student - Smartboards (17)	- Computer Science - Technology/Engineering - Technology integration with 1:1 Chromebooks per each student - Smartboards (17)	- Computer Science - Technology/Engineering - Technology integration with 1:1 Chromebooks per each student - Smartboards (17)
2016-2017	- Digital Citizenship - Curriculum Integration with two and one half open computer labs - Mobile Laptop Lab - Mobile Chromebook Lab - Smartboards (16)	- Digital Citizenship - Curriculum Integration with two and one half open computer labs - Mobile Laptop Lab - Mobile Chromebook Lab - Smartboards (16)	- Digital Citizenship - Curriculum Integration with two and one half open computer labs - Mobile Laptop Lab - Mobile Chromebook Lab - Smartboards (16)
2015-2016	- Digital Communications - Curriculum Integration with two and one half open computer labs - Mobile Laptop Lab - Smartboards (16)	- Digital Communications - Curriculum Integ with two and one half open computer labs - Mobile Laptop Lab - Smartboards (16)	- Digital Communications - Curriculum Integration with two and one half open computer labs - Mobile Laptop Lab - Smartboards (16)

A. *Safe/Disciplined Learning Environment: (Progressive History to Present)*

We continuously work at establishing a safe and disciplined learning environment for our students and staff. There is a glass enclosed office area upon entry into the middle school facility. The office secretary sits within full view of all those who enter our building. Visitors must sign-in at the front office before entering anywhere in the facility. Hallway doors are locked to visitors' entry. All classrooms are equipped with telephones for immediate communication.

To provide a disciplined learning environment, the student code of conduct expectations are reviewed twice every school year and given to the students to have in their agenda books. Positive character posters and statements are posted throughout the building and reinforced by the administration and staff. Concepts in life skills, problem solving, and team building are taught in sixth grade challenge education and rotation classes. Each day, as part of our daily announcements, the students are reminded of positive behavior expectations. Students are provided positive reinforcement for good behavior. If a student chooses to behave inappropriately, due process consequences are administered.

UTMS instituted a student motivation program titled STAAAR (Student Trimester Attitude Attendance Achievement Reward) which rewards students each trimester for good behavior, completing homework, and having good attendance. The selected students took part in motivational field trips after the first and second trimesters and a field day at the end of the year for the third trimester. Students who did not meet the criteria were monitored by one of the grade level teachers and/or the principal. They were required to complete specific goal setting assignments. Motivational trips included students going to Inman's Bowling Lanes, the Portage IMAX Theater, the Hobart Historical Theater, and an 8th grade trip to Chicago's Navy Pier, along with an end of year "Activity Day". The program has continued with success during the 2017-18 school year. The STAAAR program data continues to show that the program has been successful. The atmosphere in the building is mostly positive and overall student discipline numbers are lower.

"Student Spotlight" is a monthly initiative that focuses on a new character trait that makes up an ideal student/citizen. Students will learn about these traits through morning announcements and from classroom guidance. Students who excel in showcasing these traits will then be highlighted and rewarded through pictures on our bulletin board, a sundae party and a chance to visit our Bearcat Cave Rewards Den.

Bully Prevention Programs/Initiatives:

There are various avenues to address “bully prevention.” Those include formal curriculum within the PE/Health class, the FACS rotation class, the supplemental programs of Challenge Education, PATH, Choices Counseling, and the “Positive Behavior Program titled STAAAR (Student, Trimester, Attitude, Attendance, Achievement Reward) further provide enrichment activities to discourage bullying behavior.

Program 2022-23	# of meetings	Total # of students	Grade levels
STAAAR Program	3	323	6 th , 7 th , 8 th
Kids of Character	8	323	6 th , 7 th , 8 th
PBIS program	16	323	6 th , 7 th , 8 th
Cyber Bullying, ICAC	1	323	6 th , 7 th , 8 th
Advisory Bully Prevention/Team Building Activities	20	323	6 th , 7 th , 8 th
Anti-bullying Presentation; Staley the Bear	1	323	6 th , 7 th , 8 th
Second Step Program	16	323	6 th , 7 th , 8 th
Program 2021-22	# of meetings	Total # of students	Grade levels
STAAAR Program	3	347	6 th , 7 th , 8 th
PATH Presentations	10	347	6 th , 7 th , 8 th
Kids of Character	8	347	6 th , 7 th , 8 th
PBIS program	16	347	6 th , 7 th , 8 th
Cyber Bullying	1	347	6 th , 7 th , 8 th
Advisory Bully Prevention/Team Building Activities	20	347	6 th , 7 th , 8 th
Program 2020-21	# of meetings	Total # of students	Grade levels
STAAAR Program	3	351	6 th , 7 th , 8 th
PATH Presentations	10	351	6 th , 7 th , 8 th
Advisory Bully Prevention/Team Building Activities	20	351	6 th , 7 th , 8 th
Challenge Education	4	125	6 th
“Be a Buddy, Not a Bully” daily announcement	180	351	6 th , 7 th , 8 th
Kids of Character	8	351	6 th , 7 th , 8 th
“Choose Love” assembly	1	351	6 th , 7 th , 8 th
Program 2019-20	# of meetings	Total # of students	Grade levels
STAAAR Program	3	320	6 th , 7 th , 8 th
PATH Presentations	10	320	6 th , 7 th , 8 th
Advisory Bully Prevention/Team Building Activities	20	320	6 th , 7 th , 8 th
Challenge Education	4	100	6 th

“Be a Buddy, Not a Bully” daily announcement	180	320	6 th , 7 th , 8 th
“Character word of the day” daily announcement – The Six Pillars of Character – Trustworthiness, Respect, Responsibility, Fairness, Caring, Citizenship	180	320	6 th , 7 th , 8 th
Cyber Bullying Assembly	1	320	6 th , 7 th , 8 th
Epic Ability Multimedia Assembly by PATH	1	205	6 th , 7 th

Student Achievement Goals/Strategies/Action Steps/Benchmarks for Progress

Targeted Goal: Literacy Across the Curriculum

Literacy Across the Curriculum Mission Statement: In the area of literacy, our mission at Union Township Middle School is to create a community in which all students are proficient and exposed to various instructional practices in reading, writing, speaking, and listening. This mission will serve as a foundation for lifelong learning.

During the 2023/24 school year, students will perform at or above 70-75% in the Language Arts area of the ILEARN.

During the 2023/24 school year, students will perform at or above 65-70% in the area of Mathematics on the ILEARN.

During the 2023/24 school year, 6th grade students will perform at or above 50-55% in the area of Science on the ILEARN.

<u>Prioritized Strategy</u>	<u>Action Steps</u>	<u>Responsible</u>	<u>Resources</u>	<u>Start/End Dates</u>	<u>Notes</u>
Literacy - Reading Writing Speaking Listening	Incorporate the Indiana State College and Career Readiness Standards	Staff/Admin	DOE Assist Sup	Aug. 2023- June 2024	<u>Notes</u> Continuous funding with student activities money needed to purchase current books and to support incentive program (award certificates, dilly bars, pizza party, water park trip, Zao Island, cake)
	School-Wide Reading Program <ul style="list-style-type: none"> · Non-fiction books required all grades · Content area staff refer students to content area books · Incentive Rewards · Extra credit offered by science/social studies teachers for books read independently in subject areas (grades 6-7) 	L/Arts Staff Media Specialist Students Parent Involvement	Young Hoosier Harmony – Parent Connect Canvas - LMS Data Walls		
	Young Hoosier Program				

	<ul style="list-style-type: none"> · Recommend one YH book per year minimum <p>Pizza Hut Book It Program – 6th</p> <p>Six Flags Reading Program – 6th</p>				
	<p>Student Choice with books</p> <ul style="list-style-type: none"> · Independent Reading · SSR weekly in Language Arts · Word problems in Math <p>Oral Reading</p> <ul style="list-style-type: none"> · Teacher (nonfiction and fiction) · Students – Pair share/ · Whole group · Analyzing word problems for valuable information <p>Assessment:</p> <ul style="list-style-type: none"> · ILEARN · Student Accelerated Reading p · Staff Harmony Assessment Grades · Project Based/Real world questioning 	<p>Teachers</p> <p>Students</p> <p>Parents</p> <p>Media Specialist</p>	<p>Magazines</p> <p>Documents</p> <p>Newspapers</p> <p>Manuals</p> <p>Writing Rubric</p> <p>Writing Journal</p> <p>Library & other books</p>	<p>Aug. 2023- June 2024</p>	<p>Continue to provide reading materials to ignite students’ interests</p>
	<p>Summer Reading Program</p> <ul style="list-style-type: none"> · Once a week the Media Center will be open in the summer for students to check out books and take accelerated reader tests. · AR points count for the required points and incentive levels in the following school year. · 5 points minimum required each trimester if over the total requirement · All points count toward incentive levels. · Summer School offered where comprehension skills will be taught and additional reading time offered for both independent and teacher-driven materials <p>Assessment:</p> <ul style="list-style-type: none"> · Summer Reading Attendance · Summer School teacher-driven assessments 	<p>LA Staff</p> <p>Media Specialist</p> <p>Parents</p> <p>Students</p>	<p>Summer Reading</p>	<p>June 2023- Aug. 2024</p>	<p>Incentive program will continue to encourage students to participate.</p> <p>Keep supplying the media center with interest-based books.</p>

	as well as student readiness in the fall				
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Student Safety

Targeted Goal: Bully Prevention

During the 2023 to 2024 school year, 5% or less of disciplinary action will be due to bully behavior.

During the 2023 to 2024 school year, expulsion/suspension referrals will decrease 10% from previous year.

Prioritized Strategy	Action Steps	Responsible	Resources	Start/End Dates
Bully prevention program	- Pillars of Character – reinforced in daily announcements 1. Trustworthiness 2. Respect 3. Responsibility 4. Fairness 5. Caring 6. Citizenship	Administration Students Teachers	Administration	Continuous
	- Hallway, Restroom, and Hot Zone supervision	Administration and Staff	Administration and Staff	Continuous
	- Breakfast Club – NJHS students mentor 6 th grade students once a month during Advisory	NJHS	NJHS	Continuous
	- Challenge Ed program	Staff	NJHS	
	- Bully Behavior Discussion - Advisory and FACS	Challenge Education Program	Bully Prevention resources	
	- Dress code	Staff	PATH (Positive Approach to Teen Health)	
	- Sportsmanship taught in P. E./Sports Program	Staff		Continuous
	- Mix-it-up-day	Staff Counselor		
	- Random acts of kindness	6th Grade Core Staff		
	- STAAAR – Student Trimester Attitude Attendance Awards each trimester			Continuous
- Exploring Social and Emotional Learning Program with counselor			Continuous	
- Advisory periods will focus on Bully Prevention strategies as well as Social/Emotional Development Programs			Continuous	
- Assessment # of student participation in programs Student survey Discipline data			Continuous	
School Safety	- Annual Staff Safety Plan review - Periodic table top safety scenarios - Monthly fire drills - Severe Weather/Tornado drills - 4 per year - 1 Manmade Disaster emergency drill - Great American Shakeout – Earthquake Drill - Cameras located in hallways (35) - Exterior doors locked during school day	Principal - Safe school specialist Principal Principal	Safe Schools Academy training for safe schools coordinators IDOE Resources	Aug. 2023- June 2024

	<ul style="list-style-type: none"> - Keyless door entry with programmed fobs - Door buzzer system for visitors - Student drug testing each month (5) - Resource officers (4) - Administrators/Teachers hotspot supervision - K-9 drug dogs check lockers and parking lot at least 2 per year - Reunification Drill - Interior classroom doors locked - Active Shooter Training <p>Assessment</p> <ul style="list-style-type: none"> - Log of Emergency Drills - Electronic log of Camera data - Electronic log of Keyless entry system data 	<p>Staff</p> <p>Safe Schools Team</p> <p>Safe Schools Team/ Resource Officers</p>	<p>Safe Schools literature</p> <p>State documents</p> <p>Signs to indicate all students are accounted for</p>	
Foster student/ teacher relationship	<ul style="list-style-type: none"> - Faculty/Student activities with STAAAR program before holiday vacation, spring vacation, and end of year - Spirit weeks provided by Student Council - Three Trimester Awards programs to reward students for achievements and accomplishments - Parent/Teacher Organization <ul style="list-style-type: none"> Luncheons Teacher Appreciation Week Fundraisers 	<p>Principal</p> <p>Counselor</p> <p>Staff</p> <p>Principal</p> <p>Parent Volunteers</p>	Data Wall	Aug. 2023- June 2024

Targeted Goal: Attendance

During the 2023/24 school year, students will maintain an attendance rate of 97.0% or higher.

Attendance Incentive Program	<p>UTMS will Provide a <u>Trimester and Yearly Individual Incentive Program</u></p> <ul style="list-style-type: none"> - <u>Perfect Attendance – 100%</u> - Certificate presented at awards programs - Peer recognition at awards programs - Names posted in school commons area - Plaque with name engraved – yearly - <u>Exemplary Attendance – 98%</u> - Certificate presented at awards programs - Peer recognition at awards programs 	<p>Counselor</p> <p>Principal</p> <p>Teachers</p>	<p>Data System</p> <p>Data Wall</p>	Aug. 2023- June 2024
Activities which include maintaining attendance	<p>Students will:</p> <ul style="list-style-type: none"> ❖ take responsibility for consistently attending school ❖ review handbook on attendance policy 	<p>Students</p> <p>Parents</p> <p>Counselor</p> <p>Teachers</p>	<p>Student Handbook</p> <p>Advisory Handbook review</p>	Aug. 2023- June 2024

	Parents will: <ul style="list-style-type: none"> · take responsibility for your son/daughter attending school. · review handbook on attendance policy. · call students off from school. · notify school in advance of extended absences from school. · complete vacation check sheet with teacher checklist. · refrain from taking vacations during school time. · meet with Counselor regarding absences. 	Parents Counselor	Voice Mail System Open House E-mail	Aug. 2023- June 2024
	UTMS will: <ul style="list-style-type: none"> · call home when students are not in attendance and we did not receive a call from guardian. · take period attendance to monitor student presence in classes. · refer students to Project Attend when absence is excessive. · notify parents at registration and Open House of attendance policy. · report attendance to parents each trimester via report cards. · notify parents of the “parent notification” system on Harmony 	Nurse Counselor Principal Teachers County Project Attend	Project Attend Handbook Harmony Voice Mail System	Aug. 2023- June 2024

Targeted Goal: STEAM

During the 2023-24 school year, students will perform at or above 65-70% in the Math area of the ILEARN

STEAM DATA

	Science	Technology	Engineering	*Art	Math
6th	Energy transfer from PE to KE Laws of Energy LAB ACTIVITIES	-CANVAS -NWEA -CHROME -BOOKS -eLEARNING DAYS -RESEARCH			-CANVAS -NWEA -GMM -Study Island
7th	Calculation of speed, time and velocity, canvas LAB ACTIVITIES	-CANVAS -NWEA -TINY HOUSE PLANS -CHROME BOOKS -FLIPGRID- VIDEO OF ELEMENTS	-BUILD MOTORS -BUILD TINY HOMES	-TINY HOUSE PLAN -PERIODIC TABLE -COORDINATE PLANE PICTURES -SYSTEM OF EQUATIONS	- TINY HOUSE PLAN: MEASUREMENT S & CONVERSIONS -CANVAS -NWEA -PROBABILITY LABS

		-eLEARNING DAYS -VIRTUAL CIRCUIT LAB -RESEARCH		ORNAMENT	-GMM -Study Island
8TH	-CHEMISTRY -ECOLOGY -GENETICS -LAB ACTIVITIES	-CANVAS -NWEA -3-D MODELS -USE OF CHROME BOOKS -MAKE POWERPOINT PRESENTATIONS MUSIC VIDEOS -eLEARNING DAYS -VIRTUAL LABS -RESEARCH	-3-D MODELS - GEAR ACTIVITY	-MUSIC VIDEOS -LITTER BUGS -BOHR MODEL ORNAMENT -PERIODIC TABLE -GENETICS OF DRAGONS -COORDINATE PLANE PICTURES -CHEMICAL NAME ACTIVITY	-CANVAS -NWEA -3-D MODELS -PROBABILITY ACTIVITIES -METRIC MEASUREMENTS IN LABS -GMM -Study Island

TECHNOLOGY CLASS

ROBOTICS CLUB

Union Township Middle School Reading Programs

Summer Reading Program

UTMS is open on Wednesdays during the summer from 9:00-11:00. to enable students to check out library materials. Because students are coming in on their own, they may check out a book without regard to their reading level.

Young Hoosier Program

The purpose of the Young Hoosier Book Award Program is to stimulate recreational reading among middle school/junior high school children and to encourage cooperation among administrators, school media specialists, teachers, public libraries, and the community in providing reading experiences for Indiana school children. Each year, teachers, students, parents, and media specialists submit suggestions to the Young Hoosier Book Award Committee. This committee then selects twenty nominees for each grade level category. Students take part in the process by reading five (5) books from the list. In order to increase participation in the Young Hoosier program, books have a shorter check out time - two weeks compared to the normal three weeks.

Pizza Hut Book It Program (6th grade only)

Students in sixth grade are eligible to participate in the Pizza Hut book it program. Students who achieve five (5) points per month for the months of October through March receive a certificate for a free one-topping Personal Pan Pizza for each month they meet this accomplishment. Upon their first visit to Pizza Hut, they are also recognized with a Book It card, clip, and a sticker. On subsequent visits, they receive another sticker to mark their reading accomplishment. In addition, students who accomplish their goal for all six (6) months of the program are recognized with a certificate and a coupon donated by the Valparaiso Pizza Hut for a large pizza at the last school awards program. This year, Pizza Hut will also acknowledge students at Pizza Hut with a reader award.

Specific areas where improvement is needed immediately.

ILEARN data continues to show low passing rates for Special Education students in the areas of English Language Arts and Math. For the 2023-2024 school year, a full-time special education para was hired to assist the special education department and support students with IEPs. In order to maximize the special education para's ability to support our special education population in general education classrooms, students with IEPs were distributed throughout two supported classes. In previous years, there was only one supported class for English Language Arts and one supported class for Math. The addition of the special education para and the distribution of our special education population into two support classrooms, in the areas of English Language Arts and Math, now allows our ratio of special education students to special education teachers to be an average of 13:1. This offers more one on one support with our students with IEPs. With the smaller ratio of supported students to special education teachers and paraprofessionals, we hope to see a 15% increase in ILEARN scores from our special education population for the 2023-2024 school year, and a general increase in overall supported learning.

An additional area for improvement is the selection process for students to be placed into an honors course. Challenging students is a goal of UTMS, however setting students up for success is important for their long term academic path. Transfer students, out of state students and charter students enrolling to UTMS prove to be an issue on proper placement. We rely on transcripts, teacher recommendations and state standardized tests, including NWEA and ILEARN however if those do not prove useful, our teachers, counselor and principal have developed placement tests to administer to incoming students for math. A multiple choice test for Math built around the incoming standards has been built with a cut off score of 70%. The goal of this test is to indicate the proper placement of a student to identify any possible skill gaps due to skipping over a grade level subject.

E/LA is a bit more fluent, given the nature of the subject. The goal is by the end of 2023-24 we have an assessment or writing prompt prepared to help identify placement, along with teacher recommendation. We aim to challenge students and push them academically, whether that be in an honors course or not.

In addition to placing students for success in their given course rigor, we will also be using the data to find students who need further remediation through study tables or summer school to help improve ILEARN scores in Mathematics. Despite the scores in 7th and 8th grade being above the state average, there is a great need for improvement to lower the number of students listed as "below proficient". Student growth is the key to moving from "below proficiency" into "approaching proficiency".

UTMS School Improvement Initiatives 2023/24

1. Continuous evaluation of student data
 - a. ILEARN Math, E/LA, (6th Science)
 - i. Proficiency
 - ii. Growth
 - iii. bubble students
 - b. NWEA
 - i. Proficiency
 - ii. Growth
 - iii. Skill gaps
 - iv. Bubble students
 - c. Content Area Grades
 - i. Six benchmark progress reports
 - ii. Three benchmark trimester final grade reports
 - d. Attendance data each trimester/year
 - e. Honor Roll data each trimester/year

- f. STAAAR (Incentive Trip Reward for positive *Attitude, Attendance, and Achievement*) data each trimester/year
 - g. Discipline data each trimester/year
 - h. Grade Level GPA each trimester/year
 - i. Get More Math
 - j. Study Island
2. **Use of Coding will be incorporated in the curriculum using Codilicious in Computer Science. Robotics club for students interested in engineering enrichment**
 3. **Exploration and Development of coding/robotics in Computer Science.**
 4. **Student progress monitoring** – Progress Reports, Report Cards, ILEARN- Students can get classroom progress on their personalized Harmony account using Chromebooks
 5. **Reading Comprehension strategies** across the curriculum -
 6. **Writing strategies** across the curriculum. Information taken from **Six Traits of Writing/Smekens**
 7. **Emphasis on short reading passages** from ReadWorks and answer scaffolding questions supported with evidence from the reading.
 8. **e-ReadWorks** used with Chromebooks in LA classes for online reading and writing.
 9. **Individual and Small groups** of students placed in **Instruction Plus** and Rotation when necessary
 10. **Study Lab** students working on **Study Island** – computer based curriculum program for math, reading, and writing.
 11. **Study Tables-** after school – extra help sessions with teachers M-Thurs
 12. **Key Club tutor program** – after school opportunity for students
 13. **Media Center** - open until 4 PM for students to catch up, keep up, or get ahead
 14. **ILEARN practice questions** – experience on the ILEARN test.
 15. **Emphasis on Assessment Vocabulary**
 16. **Instructional and Assessment Guidance**
 17. **Improved school facilities and organization**
 18. **PL-221 School Improvement (Professional Learning Communities – on-going communication)**
 - a. **Literacy Across the Curriculum**
 - b. **STEAM**
 - c. **Student Safety**
 19. **Advisory - extra help sessions with teachers for the first 20 mins. of school day**

I. **Proposed Interventions**

Student selection for interventions will be based on ILEARN and Star scores in math and English language arts, along with teacher-assessed grades in math, English language, and reading. Grade level team teachers, along with the office staff, will compile data on every student at UTMS. Any student who falls below standard on the ILEARN and/or is not meeting standard in their math, English language arts, and reading courses will participate in the intervention program.

Current Interventions include, but are not limited to:

1. Extra help is provided from teachers during Resource time after school on Monday - Thursday.
2. Study Lab in place of rotation for students who need more time for homework completion and/or remediation. A Study Lab supervisor is available to assist students if necessary.
3. Special Education Study Lab for students who have IEP's and need extra support.

4. A curriculum program titled “Study Island”, is available for all students at school and home for assignment enrichment and remediation. Study Island reinforcement and remediation of concepts during language arts, math, science, and social studies classes.
5. Wheeler High School Key Club members assist with tutoring students after school.
6. Tutor help in math and science from Rose-Hulman Institute of Technology students with the 1-888-AskRose phone conference program.
7. Khan Academy promoted for students needing extra instruction in math
8. Staff members use various ILEARN remediation resources to assist all students, especially those who need extra help.
9. 8th grade students who do not adequately master the math and/or Language Arts curriculum are placed in Math Lab or Language Arts Lab during their freshman year.
10. A new curriculum program titled “Odysseyware” will be used for students who are not responding to instruction in the classroom and need to recover learning gaps.
11. English Language Learners receive five days a week of extra support with help with speaking, listening, writing in English as a second language.

III. Professional Development

The focus of the professional development program at UTMS is to support teachers with their effort to educate students by providing them with research based effective practices in instruction and learning. The goal of the professional development program is to help students learn and increase their achievement level.

Union Township Middle School is committed to high levels of achievement for all its students. The UTMS staff is dedicated to educating all of our students to meet state standards in all academic areas. The school recognizes that the knowledge and skills of its teachers will be its most important resource in meeting this lofty goal. High level of performance on the part of all teachers will be the key to high levels of learning and performance for all students.

Union Township Middle School has developed “professional learning communities” as a professional development process to enhance effective school improvement that will result in increased student achievement. The use of professional learning communities is a holistic practical process of facilitating school wide change and for enhancing student learning in our school. These groups make it possible for teachers to study and evaluate “best-practices” that have the potential to meet the needs of their students. As teachers work together in these study groups, they alter their practices to provide new and innovative opportunities for their students to learn in challenging and productive new ways.

T.E.A.C.H. Communities:

- A. Trusted collaboration Team
- B. Classroom Engagement Team
- C. Reaching all learners Team
- D. Clear Objectives Team
- E. Higher level questioning Teams

Union Township Middle School Professional Development

- T.E.A.C.H.
 - Trusted collaboration
 - Classroom Engagement
 - Reaching All levels of learners
 - Clear objectives
 - Higher level of questioning

- August and April - Safe Schools Conference - Administration - School Safety Specialists
- September - Safe-Schools/Bullying Prevention - Presentation
- October - UTSC Corporation Wide Professional Development Day
- CARE Math Workshop (Conceptual Algebra Readiness for Everyone)
- Canvas continued PD
- Canvas Tutorial Videos
- The Master Teacher Program
- VU Student Teacher Mentoring
- Webinars

IX PROFESSIONAL DEVELOPMENT PLAN/TIMELINE

Professional development plan for the **2023-2024** school year: Union Township Middle School will use two team planning periods each week and **one department meeting per month** for professional development, along with a full day in the fall. There will be an emphasis on how to keep classrooms engaged, challenging and aligned with learning objectives. The use of Study Island and Get More Math will assist teachers in analyzing data on student progress. Throughout the school year teachers will read articles from educational literature such as the curriculum association and the middle school association. Periodic discussion of topics will be conducted during the grade level team-planning period.

August –

- Yearly review and discuss PL-221 Goals and Strategies.
- Canvas LMS videos and webinars - new staff (review for existing staff)
- Staff partners pair share knowledge of Canvas and 1:1 technology experiences and ideas
- Grade level teams work on Canvas and 1:1 technology initiatives

- School Safety plans reviewed & updated
- Medical Emergency training videos for various medical emergencies

September –

- Continue study of technology integration and how best to incorporate it into the curriculum..
- Professional feedback to staff after short and long RISE evaluations.
- Teachers attend workshop at VU on classroom engagement

October –

- Finalize individual staff development/meetings
- Continue study of technology integration and how best to incorporate it into the curriculum.
- Professional feedback to staff after short and long RISE evaluations.
- **October - Full professional development day** – The district administration will organize a full professional development day in October.
- Professional feedback to staff after short and long RISE evaluations.

November –

- Continue study of technology integration and how best to incorporate it into the curriculum.
- Professional feedback to staff after short and long RISE evaluations

January –

- Continue study of technology integration and how best to incorporate it into the curriculum.
- Professional feedback to staff after short and long RISE evaluation

February –

- Review and Revise PL-221 school improvement plan.
- Professional feedback to staff after short and long RISE evaluations.

March -

- Review and Revise PL-221 school improvement plan
- Professional feedback to staff after short and long RISE evaluations

April –

- Review and Revise PL-221 school improvement plan
- Professional feedback to staff after short and long RISE evaluations.
- Team/Administrative study/discussion

May – June

- Team/Administrative study/discussion on school improvement, decisions for consistency and best practice on student assessment process
- Finalize and submit **2023-2024** School Improvement Plan.
- Late May/Early June – Review results and score progress with RISE for each staff member

X. Three (3) year timeline for implementation, review, and revision

- A. 2023-2024 Implement the revised goals, strategies, and professional development.
1. Fall **2023** – PL-221 team meets with staff to review school improvement plan.
 2. Staff will implement the school improvement plan throughout the school year.
 3. PL-221 Team will meet in Winter/Spring to review and possibly revise the school improvement plan.
 4. In May-August of **2024**, the **2023/2024** school improvement plan will be submitted to the superintendent, discussion group, and the School Board for final approval.
- B. 2024-2025 Implement the revised goals, strategies, and professional development.
5. Fall **2024** – PL-221 team meets with staff to review school improvement plan.

6. Staff will implement the school improvement plan throughout the school year.
 7. PL-221 Team will meet monthly to review and possibly revise the school improvement plan.
 8. In May-August of 2025, the 2024/2025 school improvement plan will be submitted to the superintendent, discussion group, and the School Board for final approval.
- C. 2025-2026 Implement the revised goals, strategies, and professional development.
9. Fall 2025 – PL-221 team meets with staff to review school improvement plan.
 10. Staff will implement the school improvement plan throughout the school year.
 11. PL-221 Team will meet in Winter/Spring to review and possibly revise the school improvement plan.
 12. In May-August of 2026, the 2025/2026 school improvement plan will be submitted to the superintendent, discussion group, and the School Board for final approval.