

OVERARCHING SCHOOL GOAL:

Holman Middle School will achieve Level 1 status in all Achievement Gap Indicators by June 2022.

Virginia’s Continuous School Improvement Planning Process

SMART GOAL #1					
DOMAIN: 2 - Mathematics					
SMART Goal(s): Holman Middle school will maintain a 70% or higher percentage of students with disabilities at or above proficient in math on the SOL assessment through June 2022.					
ACTION PLAN					
1. Essential Action/Research-Based Strategy: A pervasive emphasis on curriculum alignment with the state framework and instruction practices based upon the Henrico Learner Profile					
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Action Steps	Person(s) Responsible for Monitoring and Frequency
Students with Disabilities/Math classrooms	Meeting minutes, professional development records and lesson plans	Math /Ex Ed. Teachers	September 2019 through 2022	Continue with an Impact Team focused on designing implementing Deeper Learning instructional strategies that align with the Henrico Learner Profile	Math Dept./Principal
Students with Disabilities/Math classrooms	Lesson plans aligned with curriculum developed in weekly meetings. Meeting minutes and lesson plans.	Math /Ex Ed. Teachers	Ongoing thru June 2022	Weekly Planning meetings with math teachers to examine student data and develop lessons with student-centered instructional strategies and Specially Designed Instruction.	Admin/Dept. Chairs
Students with Disabilities/Math classrooms	Observation reports showing alignment.	Holman and HCPS Leadership	Ongoing thru June 2022	Leadership Observations	Admin/Dept. Chairs/Specialists
2. Essential Action/Research-Based Strategy: The use of student achievement data to inform decision making					
Focus Area	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Action Steps	Person(s) Responsible for Monitoring and Frequency

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<i>[Grade Level/Student Subgroup(s)]</i>					
Students with Disabilities	Student data analysis/spreadsheets and reports	Math /Ex Ed. Teachers	Ongoing thru June 2022	Data Analysis of Ex Ed Math scores (break down by teacher and strand)	Admin/Dept. Chairs
Students with Disabilities	Student data analysis/spreadsheets and reports, remediation attendance,	Math /Ex Ed. Teachers	Ongoing thru June 2022	Identify students for remediation based on previous year's performance and/or current year's performance	C.A.R./Admin/Dept. Chair
Students with Disabilities	Remediation plan, budget report, tutoring attendance	C.A.R./Admin/Dept. Chair	Ongoing thru June 2022	Develop a school wide remediation plan based on data and calendar to address identified academic weaknesses using the PRIDE Time period and Elective courses.	C.A.R./Admin/Dept. Chair
Students with Disabilities	Master schedule	School Counseling Director/AsP	Ongoing thru June 2022	Development of master schedule to maximize inclusion, opportunity and access to the general education curriculum	School Counseling Director/AsP
3. Essential Action/Research-Based Strategy: Improve cultural awareness, effective staff development and enhanced cultural competence					
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Action Steps	Person(s) Responsible for Monitoring and Frequency
Students with Disabilities	Parental sign-up records and meeting minutes	Ex Ed. Dept. Chair	December every year	"We Want to Hear From You" Pizza Night for families of Ex Ed students	Ex Ed. Dept Chair/Admin

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School-Wide	Professional development and faculty meeting records	Dr. Proffitt	Ongoing through June 2022	Continue with No Place for Hate and the Equity and Inclusivity Committees	Principal
Students with Disabilities	School year calendar/schedule and parent sign-up records	Ex Ed. Dept Chair/Admin/Case Managers	August every year	Exceptional Ed Orientation to HMS	Ex Ed. Dept Chair/Admin
School Community	Meeting minutes, project advertisements,	Dr. Proffitt/SCA Sponsors	Ongoing thru June 2022	HMS Feeder Pattern Community Outreach projects	Admin/SCA Sponsors
School Community	Program advertisements, school calendar, pictures, yearbook	World Language Dept.	May every year	International Night	Admin/World Language Dept
School Community	Program advertisements, school calendar, pictures, yearbook	Athletic Director	March every year	Battle Across Broad Game	Admin/AD
School-Wide	Conscious effort to recognized SWD's for demonstrating our Core Values through PAWSitively Awesome messages, bone distribution and Huskie Values ceremonies	HMS Staff	Ongoing through June 2022	Inform faculty and track PAWS data	Admin/VTSS Committee

Progress Codes Used to Report Progress of VCSIP	
I	Initiated according to timeframe
P	Progressing according to timeframe
C	Completed according to timeframe
NP	No Progress since last status report
R	Revised (state reason)

Status of Essential Actions and Action Steps									
SMART Goal #1									
Action Step 1:									
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)
	Date	Status	Date	Status	Date	Status	Date	Status	

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Impact Team focused on designing and implementing Deeper Learning instructional strategies that align with the Henrico Learner Profile	Meeting minutes, professional development records and lesson plans									
Weekly Planning meetings with math teachers to examine student data and develop lessons with student-centered instructional strategies and Specially Designed Instruction	Meeting minutes, student data reports and lesson plans									
Leadership Observations	Observation reports									
Action Step 2:										
Artifacts/Evidence Reviewed		Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)
		Date	Status	Date	Status	Date	Status	Date	Status	
Data Analysis of Ex Ed Math scores (break down by teacher and strand)	Student data analysis/spreadsheets and reports									
Utilize and monitor remediation data and assess the effectiveness of online programs	Student data analysis/spreadsheets and reports									
Identify students for remediation based on previous year's performance and/or current year's performance	Student data analysis/spreadsheets and reports, remediation attendance,									
Develop a school wide remediation plan based on data and calendar to address identified academic weaknesses using the PRIDE Time period and Elective courses.	Remediation plan, budget report, tutoring attendance									
Development of master schedule to maximize inclusion, opportunity and access to the general education curriculum	Master Schedule									
Artifacts/Evidence Reviewed		Quarter 1/Nov. 18	Quarter 2/Feb. 7	Quarter 3/Apr. 17	Quarter 4/June 25	Notes on Progress (Date)				

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		Date	Status	Date	Status	Date	Status	Date	Status
“We Want to Hear From You” Pizza Night” for families of Ex Ed students	Program advertisements, school calendar, pictures, yearbook								
Continue with No Place for Hate and the Equity and Inclusivity Committees	Professional development and faculty meeting records								
Exceptional Ed Orientation to HMS	School year calendar/schedule and parent sign-up records								
HMS Feeder Pattern Community Outreach projects	Meeting minutes, project advertisements,								
International Night	Program advertisements, school calendar, pictures, yearbook								
Battle Across Broad Game	Program advertisements, school calendar, pictures, yearbook								
Inform faculty and track PAWS data	PAWS Data								

SMART GOAL #2					
DOMAIN: 2 - English/Language Arts					
SMART Goal(s): Holman Middle school will increase the percentage of students with disabilities at or above proficient in reading on the SOL assessment to 75% by 2022					
ACTION PLAN					
1. Essential Action/Research-Based Strategy: A pervasive emphasis on curriculum alignment with the state framework and instruction practices based upon the Henrico Learner Profile					
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Action Steps	Person(s) Responsible for Monitoring and Frequency
Students with Disabilities/M	Meeting minutes, professional development records and lesson plans	English/Ex Ed Teachers	September 2019 through 2022	Develop an Impact Team focused on designing and	Eng Dept./Principal

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ath classrooms				implementing Deeper Learning instructional strategies that align with the Henrico Learner Profile	
Students with Disabilities/English classrooms	Lesson plans aligned with curriculum developed in weekly meetings. Meeting minutes and lesson plans.	English/Ex Ed Teachers	Ongoing thru June 2022	Weekly Planning meetings with English teachers to examine student data and develop lessons with student-centered instructional strategies and Specially Designed Instruction.	Admin/Dept. Chairs
Students with Disabilities/English classrooms	Observation reports showing alignment.	Holman and HCPS Leadership	Ongoing thru June 2022	Leadership Observations	Admin/Dept. Chairs/Specialists
Students with Disabilities in PRIDE/Learning Strategies	Reading Log, PRIDE Programming	All PRIDE/Learning Strategies teachers	Ongoing thru June 2022	All Holman Reads and Drop Everything And Read	PRIDE/Learning Strategies Teachers
2. Essential Action/Research-Based Strategy: The use of student achievement data to inform decision making					
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Action Steps	Person(s) Responsible for Monitoring and Frequency
Students with Disabilities	Student data analysis/spreadsheets and reports	English/Ex Ed Teachers	Ongoing thru June 2022	Data Analysis of Ex Ed English scores (break down by teacher and strand)	Admin/Dept. Chairs
Students with Disabilities	Student data analysis/spreadsheets and reports	English/Ex Ed Teachers	Ongoing thru June 2022	Utilize and monitor the effectiveness of online programs for SWD's (Achieve 3000)	Admin/Dept. Chairs
Students with Disabilities	Student data analysis/spreadsheets and reports, remediation attendance,	English/Ex Ed Teachers	Ongoing thru June 2022	Identify students for teacher remediation based on	C.A.R./Admin/Dept. Chair

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				previous performance and/or current year's performance	
Students with	Tutoring plan, budget report, attendance	C.A.R./Admin/Dept. Chair	Ongoing thru June 2022	Develop a school wide remediation plan based on data and calendar to address identified academic weaknesses prior to SOL Testing using the PRIDE Time period and Elective courses.	C.A.R./Admin/Dept. Chair
Students with Disabilities	Master schedule	School Counseling Director/AsP	Ongoing thru June 2022	Development of master schedule to maximize inclusion, opportunity and access to the general education curriculum. All but gifted 6th grade students are enrolled in a reading class.	School Counseling Director/AsP

3. Essential Action/Research-Based Strategy: Improve cultural awareness, effective staff development and enhanced cultural competence

Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Action Steps	Person(s) Responsible for Monitoring and Frequency
Students with Disabilities	Parental sign-up records and meeting minutes	Ex Ed. Dept. Chair	December every year	"We Want to Hear From You" Pizza Night for families of Ex Ed students	Ex Ed. Dept Chair/Admin
School-Wide	Professional development and faculty meeting records	Dr. Proffitt	Summer 2019 through June 2022	Implement No Place for Hate and the Equity and Inclusivity Committees	Principal
Students with Disabilities	School year calendar/schedule and parent sign-up records	Ex Ed. Dept Chair/Admin/Case Managers	August every year	Exceptional Ed Orientation to HMS	Ex Ed. Dept Chair/Admin
School Community	Meeting minutes, project advertisements,	Dr. Proffitt/SCA Sponsors	Ongoing thru June 2022	HMS Feeder Pattern Community Outreach projects	Admin/SCA Sponsors

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School Community	Program advertisements, school calendar, pictures, yearbook	World Language Dept.	May every year	International Night	Admin/World Language Dept
School-Wide	Conscious effort to recognized SWD's for demonstrating our Core Values through PAWSitively Awesome messages, bone distribution and Huskie Values ceremonies	HMS Staff	Ongoing through June 2022	Inform faculty and track PAWS data	Admin/VTSS Committee

Progress Codes Used to Report Progress of VCSIP	
I	Initiated according to timeframe
P	Progressing according to timeframe
C	Completed according to timeframe
NP	No Progress since last status report
R	Revised (state reason)

Status of Essential Actions and Action Steps										
SMART Goal #2										
Action Step 1:										
Artifacts/Evidence Reviewed		Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)
		Date	Status	Date	Status	Date	Status	Date	Status	
Impact Team focused on designing and implementing Deeper Learning instructional strategies that align with the Henrico Learner Profile										
Weekly Planning meetings with math teachers to examine student data and develop lessons with student-centered instructional strategies and Specially Designed Instruction										

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Leadership Observations	Observation reports									
Action Step 2:										
Artifacts/Evidence Reviewed										
Data Analysis of Ex Ed Math scores (break down by teacher and strand)	Student data analysis/spreadsheets and reports									
Utilize and monitor remediation data and assess the effectiveness of online programs	Student data analysis/spreadsheets and reports									
Identify students for remediation based on previous year's performance and/or current year's performance	Student data analysis/spreadsheets and reports, remediation attendance,									
Develop a school wide remediation plan based on data and calendar to address identified academic weaknesses using the PRIDE Time period and Elective courses.	Remediation plan, budget report, tutoring attendance									
Development of master schedule to maximize inclusion, opportunity and access to the general education curriculum	Master Schedule									
Artifacts/Evidence Reviewed										
"We Want to Hear From You" Pizza Night" for families of Ex Ed students	Program advertisements, school calendar, pictures, yearbook									
Continue with No Place for Hate and the Equity and Inclusivity Committees	Professional development and faculty meeting records									
Exceptional Ed Orientation to HMS	School year calendar/schedule and parent sign-up records									
HMS Feeder Pattern Community Outreach projects	Meeting minutes, project advertisements,									
International Night	Program advertisements, school calendar, pictures, yearbook									

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Battle Across Broad Game	Program advertisements, school calendar, pictures, yearbook									
Inform faculty and track PAWS data	PAWS Data									

SMART GOAL #3				
DOMAIN:				
SMART Goal(s):				
ACTION PLAN				
Action Step 1:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency
Action Step 2:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency
Action Step 3:				

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Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency

Progress Codes Used to Report Progress of VCSIP	
I	Initiated according to timeframe
P	Progressing according to timeframe
C	Completed according to timeframe
NP	No Progress since last status report
R	Revised (state reason)

Status of Essential Actions and Action Steps										
SMART Goal #3										
Action Step 1:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		
Action Step 2:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		

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Action Step 3:												
Artifacts/Evidence Reviewed				Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)
				Date	Status	Date	Status	Date	Status	Date	Status	

SMART GOAL #4				
DOMAIN:				
SMART Goal(s):				
ACTION PLAN				
Action Step 1:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency
Action Step 2:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency

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Action Step 3:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency

Continuous School Improvement Plan Monitoring Report

Progress Codes Used to Report Progress of VCSIP	
I	Initiated according to timeframe
P	Progressing according to timeframe
C	Completed according to timeframe
NP	No Progress since last status report
R	Revised (state reason)

Status of Essential Actions and Action Steps									
SMART Goal #4									
Action Step 1:									
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)
	Date	Status	Date	Status	Date	Status	Date	Status	

OVERARCHING SCHOOL GOAL:

Holman Middle School will achieve Level 1 status in all Achievement Gap Indicators by June 2022.

Action Step 2:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		
Action Step 3:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		

SMART GOAL #5				
DOMAIN:				
SMART Goal(s):				
ACTION PLAN				
Action Step 1:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency

OVERARCHING SCHOOL GOAL:

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Action Step 2:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency
Action Step 3:				
Focus Area <i>[Grade Level/Student Subgroup(s)]</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Person(s) Responsible for Monitoring and Frequency

Progress Codes Used to Report Progress of VCSIP	
I	Initiated according to timeframe
P	Progressing according to timeframe
C	Completed according to timeframe
NP	No Progress since last status report
R	Revised (state reason)

Status of Essential Actions and Action Steps
SMART Goal #5

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Action Step 1:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		
Action Step 2:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		
Action Step 3:										
Artifacts/Evidence Reviewed	Quarter 1/Nov. 18		Quarter 2/Feb. 7		Quarter 3/Apr. 17		Quarter 4/June 25		Notes on Progress (Date)	
	Date	Status	Date	Status	Date	Status	Date	Status		

Instructional Director Comments Quarter 1:

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Instructional Director Comments Quarter 2:

Instructional Director Comments Quarter 3:

Instructional Director Comments Quarter 4: