



Friday Harbor Middle School

SCHOOL IMPROVEMENT PLAN 2024 - 2025

I. **Goal:** (SMART - Specific, Measurable, Attainable, Relevant, Timebound)

Our Goal is to: Increase academic achievement and promote growth for all students with an emphasis on students in our underperforming populations.

Measured by:

- Having 100% of our students demonstrate growth from Fall to Spring measured through MAP Data
- Having at least 50% of our underperforming population meet or exceed their MAP growth goal
- Increase our Spring 2025 Cohort SBA scores by 7 – 10%
- Moving at least 25% of our students, scoring at level 1 on our SBA to a level 2 or higher.
- Decrease 7th and 8th Grade cohort failing rates

II **Problem of Practice:**

- While we saw improvement in growth and achievement for our students from our 23-24 School Improvement Plan work, we did not see the achievement increase that we desired to see in our underperforming population. We continue to want to work at increasing the achievement of our underperforming groups while at the same time supporting our students that are seeing academic success.

III **Theory of Action: (If – then)**

- If we refine and continue to intentionally and consistently use our Common Routines, AVID teaching strategies and Homeroom class structure, then we will help students increase their engagement, improve basic skills, and help them increase their desire to learn.
- If we intentionally connect MAP assessment data to skills that need further development then this will help students focus on areas of improvement that will provide the ability to grow academically
- If we focus on our systems of differentiation based on assessment data, then we will better support the needs of our underperforming learners.

IV Relevant Data:

- Spring 2024 SBA test data
- Spring 2025 SBA test data
- 2024-2025 MAP testing data
- Teacher observation through summative and formative assessment
- Student input gathered through survey

V Action Steps (Teacher and Student)

Items we will do or have already started on to achieve our goal:

- Attend AVID training through San Juan Institute
- Attend MAP training on data reports and their intentional use to improve student learning
- Continue Schoolwide use of Common agreements to promote consistency in our student's learning environment
- Use Building directed Professional Development time to review and initiate the use of MAP data to help set up opportunities for differentiation
- Use AVID teaching strategies to support student rigor, while also supporting struggling learners as a Tier II support
- Continue the use of Homeroom to help students with organization strategies, grade monitoring, goal setting, and work completion
- Hold intentional discussions reviewing MAP scores and growth goals in our Homeroom classes
- As a staff, review Spring 2024 SBA data

VI Progress on Goals will be presented in a mid-term review at the February meeting. This will be a one-page report that includes the following:

1. Statement of goals
2. A narrative summary of current progress (success and failures)
3. Relevant and available data to support the summary
4. Identification of changes to goal or action steps based on data.
5. Prediction of outcomes.



A final summary of the previous year's SIP and outcomes will be presented at the September board meeting. This is a one-to-two-page presentation that includes:

1. Statement of Goals
2. Reflective summary of the outcome.
3. All relative data disaggregated.
4. Lessons learned that will be considered on next SIP
5. Prediction of what goals will be developed for next SIP based final outcomes.



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SCHOOL IMPROVEMENT PLAN 2024-2025

I **Goal 2: (SMART - Specific, Measurable, Attainable, Relevant, Timebound)**

Our Goal: Continue to create systems and structures to grow and maintain a culture where all students feel safe, welcome and connected to our school.

Measured by:

- Raising all Climate Survey responses to at least 75%
- Reviewing both the AVID Student and Educator Agency Survey to determine how students and staff view the culture at our school in terms of opportunity for academic achievement
- Improve our daily attendance rate to the 22-23 school year level of 92%
- Use of Homeroom and Advisory as an academic and student support as measured by student, staff and parent survey.

II **Problem of Practice:**

We continue to believe we have and see evidence of a positive school culture at FHMS. However, we still see a need to continue our work in this area from data we review and observations we make. We still have students who do not demonstrate a connection to our school. As a result, we feel this is a major contribution to some of our students ability to fully access the opportunities they have for academic achievement.

III **Theory of Action: (If – then)**

- If we are able to provide a safe and welcoming environment, then students will be more encouraged to stay engaged in learning
- If we are able to help students feel connected in some way to our school they will be more encouraged to stay engaged in learning

IV Relevant Data:

- 2024-2025 Student Climate Survey
- 2024-2025 AVID Student and Educator Agency Survey
- Attendance Rates
- Office Referrals – Looking for # of items related to bullying and harassment
- Observations from staff, students, parents and community

V Action Steps (Teacher and Student)

- Staff will continue to use Common Agreements and AVID teaching strategies to provide consistency in the school environment
- Implement Climate Survey
- Implement AVID Student and Educator Agency Survey
- Continue the use of our Tiger Pride Recognition Program
- Begin the use of Attendance Recognition Post Card to be used when students are absent
- Continue the use of our Student Recognition Post Card
- Use Building Directed Staff Development time to review and update our behavior matrix
- Hold Schoolwide Activities to promote positive student interactions
- Hold Advisory Class weekly to facilitate Social and Emotional Learning and to discuss topics of school culture
- Use Homeroom to support student learning outside of the content area classroom
- Discuss results of our student climate survey and use this as a catalyst to facilitate further discussions on school climate and culture
- Hold monthly CARE team meetings

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