




Northwestern Middle School




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



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



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



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

Outcomes: What will success look like for our school?

8th Grade Literacy
 95% of 8th grade students will read at or above grade level

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

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

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

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

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

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

Initiatives: What will we do to achieve success?

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

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

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

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

Community Champions
 Cultivate and sustain community champions to support student achievement

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

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



Northwestern Middle School

Initiatives:
What will we do to achieve success?

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

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

Outcomes: What will success look like for our school?

Student Focused Learning

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

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

8th Grade Literacy
95% of 8th grade students will read at or above grade level



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Positive Behavior Intervention Supports

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

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

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



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Stakeholder Connections

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

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

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



PEOPLE AND CULTURE

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

Staff Recognition

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

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

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



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Community Champions

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

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

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



COMMUNITY COLLABORATION

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

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

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

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

Parent University



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Effective Budgeting

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

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

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



FISCAL RESPONSIBILITY

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