

Middle Tennessee Christian School 2009 School Improvement Plan

Student Performance Improvement Goal #1

Students will demonstrate Christ-like integrity in their behavior.

Targeted participants:

All students

Timeframe for implementation:

January 2009 – August 2009

Evaluation:

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
1. Teacher survey: Students exhibit ethical and responsible behavior when using technology	Inadequate: 47% Adequate: 53% Exemplary: 0%	Inadequate: below 25% Exemplary: above 25%	Accreditation Coordinator/Technology Team: Kelley Vick	
2. Teacher survey: Students will respect school and others' property.	Average score (1=inadequate 2=adequate 3=exemplary) Elementary: 2 Secondary: 1.55	School wide average score of 2	Accreditation Coordinator/Fine Arts Team: Katie Frazier	

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
3. Teacher survey: Students will demonstrate honesty and integrity in all activities.	Inadequate: 26% Adequate: 68% Exemplary: 6%	Inadequate: less than 10% Exemplary: more than 25%	Accreditation Coordinator/Math Team: Bonnie Wright	

Comments on Results:

Action steps:

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
1. Develop a plan for school wide focus on integrity, especially as it relates to academic conduct, technology use, and respect for others and their property	Development: May 09—Aug. 09 Implementation and revisions ongoing	Spiritual Life Committee: Rick Chambless	Fees for professional speakers	March 09: Chapel themes this year and next year address integrity and holiness. Plans for day-long seminar next year on ethical student conduct.
* 2. Collect more data	Survey: January 2009	Secondary: Debbie Mankin	none	January 2009 (survey)

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
regarding faculty perception on uniformity in enforcing consequences for undesirable behavior and have regular conversations with staff about results	Meetings: TBA	Elementary: Teresa Richardson		Results shared with faculty Feb. 4
* 3. Reconvene Respect and Protect committee to oversee	Fall 2009	Todd Miller	none	

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
enforcement of consequences for undesirable behavior.				
4. Develop student honor council to encourage peers and to hold them accountable in issues related to integrity	August 2009	Principals, Campus Minister	none	

* Recommendation by faculty for Instructional and Organizational Effectiveness

Middle Tennessee Christian School 2009 School Improvement Plan

Student Performance Improvement Goal #2

Students will improve basic math skills including comparing, ordering, and computing with real numbers.

Targeted participants:

Students in grades 1-8

Timeframe for implementation:

Fall 2008 – Summer 2011

Evaluation:

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
1. Stanford Achievement Test Math Procedures Percentiles	2008 scores: Number of grades 1-8 below 70 th percentile: 4 Number of grades 1-8 below 80 th percentile: 7	Number of grades 1-8 below 70 th percentile: 0 Number of grades 1-8 below 80 th percentile: no more than 4	Math Team: Bonnie Wright	
2. Explore Math Scores	2007-08 Average score: 16.3	Average score: 19	Math Team: Bonnie Wright	

Comments on Results:

Action steps:

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
* 1. Investigate the possibility of hiring an independent contractor as a numeracy coach	Fall 08—May 09	Bonnie Wright	possible consulting fee	March 09: Search underway
2. Evaluate time spent teaching core subjects	Fall 08	Linda Cooper	none	Fall 08 (data collected)
* 3. Train teachers to use resources effectively	Fall 08—ongoing	Bonnie Wright, Linda Cooper, Vicki Kennedy, Cindy Patton, Mary Hibdon	* additional computers for elementary classrooms,	Fall 08: (training begun—reading and math for elementary teachers).

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
(Accelerated Math, Math Facts in a Flash, Mastering Math Facts, manipulatives, textbooks)			regular upgrades from Renaissance Learning, workshops and consulting fees, purchasing Mastering Math Facts for 2 classes	March 09: workshop planned for fall for accelerated Math (elem)
*4. Schedule monthly collaboration time:	Calendar issues: Feb. 09 School day scheduling: July 09	Administrators, Melaine Melton, Debbie Mankin, Bonnie Wright, Valerie Dehoff, Katie Frazier	Possible substitute teachers, extended care costs	March 09: collaboration has taken place this spring using subs. Secondary is investigating

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
				<p>possibility of scheduling planning periods to facilitate collaboration. Some dates have been targeted for planned collaboration in the school calendar. These will be finalized by May.</p>
<p>a. for integrating math and science and for connecting math to real world applications</p>				
<p>b. for</p>				

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
mentoring and collaboration on best practices				
* 5. Provide teacher training on learning styles	Aug. 2009	Jennifer Vice, Debbie Mankin	none	
* 6. Recognize Math achievement in the elementary	following Accelerated Math training	Principal, elementary teachers	awards	
* 7. Develop a plan and timeline for reducing class size	summer of 2011	board	determined by board	

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
8. Use formative assessments that culminate in standardized testing	Fall 09—ongoing as part of collaboration process	classroom teachers supervised by principals	purchase of assessment material	
* 9. Include parents in explanation and clarification of standardized test results and make them aware of available resources	January 09—ongoing	Cindy Siler (newsletter) classroom teachers (Friday letter, orientations) principals (written explanations sent with scores) guidance counselors (parent letters and meetings)	none	February 09: secondary parent meetings (PLAN and Explore). March 09: test results to be included in 3 rd newsletter to parents and updated registration packets. Test explanations

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
				<p>will be critiqued by parents (K-8) and edited by staff to make more parent-friendly. These will then be sent to parents in June with test results.</p>

* Recommendation by faculty for Instructional and Organizational Effectiveness

Middle Tennessee Christian School 2009 School Improvement Plan

Student Performance Improvement Goal #3

Students will use study skills appropriate for each subject.

Targeted participants:

All students

Timeframe for implementation:

Spring 2009 -- Spring 2011

Evaluation:

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
1. Teacher survey: Students use study skills appropriate for each subject	Inadequate: 68% Adequate: 29% Exemplary: 2%	Inadequate: less than 25%	Accreditation Coordinator/English Team: Lynne Maxwell	
2. Student survey (Explore and PLAN test)	Percent reporting needing help: 8 th : 17% 9 th : 46% 10 th : 29%	Percent reporting needing help: less than 25% across the board	English Team: Lynne Maxwell	

Comments on Results:

Action steps:

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
1. Develop a list of study skills appropriate for each grade level and subject.	Jan. 2009— Aug. 2009	Jennifer Vice	none	March 09: underway.
* 2. Train all teachers to model study skills and to identify and meet the needs of different learning	Aug. 2009-- May 2010	Jennifer Vice	literature and materials	

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
styles as part of their curriculum.				
* 3. Schedule monthly collaboration time for grade levels in elementary and departments in secondary	Calendar issues: Feb. 2010 School day scheduling: July 2010	Administrators, Melaine Melton, Debbie Mankin, Bonnie Wright, Valerie Dehoff, Katie Frazier	Possible substitute teachers, extended care costs	
4. Implement:				
a. Investigate possible pre-test and post-test for study skills	by May 2010	Lynne Maxwell, Jennifer Vice	Possible standardized test expense	

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
b. Teach and model appropriate study skills strategies in classroom	Aug. 2010 (pretest)— May 2011 (post-test) and ongoing	English Team (Lynne Maxwell) will collect data on pretest and post-test	none	
c. Encourage student collaboration to share successful study methods	Aug. 2010— May 2011 and ongoing	Classroom teachers	none	

Middle Tennessee Christian School 2009 School Improvement Plan

Organizational and Instructional Effectiveness Goal #4

More technology needed for Pre-K and Elementary

Targeted participants:

Pre-K and Elementary

Timeframe for implementation:

January 2009—May 2009

Evaluation:

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
1. Number and reliability of computers and printers in classrooms	See Organizational and Instructional Effectiveness, Bible Team data	Access to required technology for every teacher	Rob Mathis, Michael Browning	

Comments on Results:

Action steps:

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
1. Preschool: A computer in each PK4 classroom with internet access.	May 2009	Rob Mathis and Michael Browning	Hardware and software	Implemented Fall 08
2. Preschool: Investigate placing a computer with internet access in each PK3 classroom	May 2009	Rob Mathis and Michael Browning	Possible hardware and software purchase	March 09: Possibility of working with Kingwood to establish internet access to PK3 teachers will be investigated beginning in May 09.
3. Elementary:				

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
included in student performance goal for Math (action step 3)				

Middle Tennessee Christian School 2009 School Improvement Plan

Organizational and Instructional Effectiveness Goal #5

More recognition given to academic achievement in the secondary

Targeted participants:

Secondary

Timeframe for implementation:

August 2009—May 2010

Evaluation:

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
Secondary teacher survey: Create a climate that encourages and rewards all types of achievement.	Junior High: 80% inadequate High School: 67% inadequate	Overall inadequate: no more than 25%	Accreditation Coordinator/Lynne Maxwell (English Team)	

Comments on Results:

Action steps:

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
Reconvene the Celebration Committee to solicit faculty input on and work out details of implementation of recognition programs for all areas of student achievement.	Aug 2009- May 2010	Celebration Committee	Prizes	

Middle Tennessee Christian School 2009 School Improvement Plan

Organizational and Instructional Effectiveness Goal #6

All programs should be equally supported and valued through scheduling and distribution of funds.

Targeted participants:

Fine Arts and Pre-K

Timeframe for implementation:

Fall 2008—Spring 2010

Evaluation:

Method of Evaluation	Current Status	Target	Responsibilities	Results (Date and Data)
Teacher survey: All programs should be equally supported and valued through scheduling and distribution of funds.	Preschool: 94% inadequate Elementary: 30% inadequate Junior High: 80% inadequate High School: 43% inadequate	Inadequate: less than 25%	Accreditation Coordinator	

Comments on Results:

Action steps:

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
1. Resources				
a. Develop a proposal for making our fine arts program competitive with other schools.	Spring 09- Spring 10	Katie Frazier and Fine Arts Faculty, Lisa Faulkner (Business Manager)	Professional leave days to observe other programs	March 09: Professional leave days requested
b. Investigate survey results for junior high teachers	Spring 2009	Katie Frazier and Jennifer Vice	none	March 09: resurvey underway

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
c. New playground equipment needed at Li'l Cougar Den.	Fall 2008	Lisa Brock and Lori Gonzales	Funds from Patrons	Purchased and installed fall of 2008
d. Computers for each PK-4 teacher (see goal 4, action step 1)				
2. Scheduling				
a. Investigate creative scheduling	Fall 08 and ongoing	Fine Arts Faculty	Professional leave days	March 09: Professional leave days requested.

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
options being used in other Christian schools				
b. Include representatives from the Fine Arts Department on the scheduling committee	March 09	Lisa Brock, Debbie Mankin	none	March 09: Katie Frazier included in secondary scheduling committee. Valerie Dehoff will continue working with elementary scheduling.
c. Include PK in various events and activities on	Elem. GP Day 2008-2009	Lori Gonzales and Lisa Brock	none	Dec. 08: Grandparents Day included PK and parents

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
the main campus in order to bring those parents into the main campus building: Elementary Grandparents Day, Elementary Chapel Programs, and other events as appropriate.	PK Chapel Programs: 2009-2010			
d. Meet with the PK teachers as a group each	Begin 2008-2009	Lori Gonzales and Lisa Brock	none	March 09: Plans for 09-10 school year—include PK with

Actions	Schedule	Responsibilities	Resources	Implementation (Date and Comments)
<p>fall and spring to open more lines of communication regarding PK concerns in this area, and Lisa will attend more PK teacher meetings.</p>				<p>parents in elem. chapel schedule, invite PK parents to other on-campus events, plan meetings with PK teachers and admissions director for other ideas to include PK parents.</p>