



Ellicott Mills Middle School



SCHOOL IMPROVEMENT PLAN AT A GLANCE 2023-2024

Ellicott Mills Middle School: VISION & MISSION

Vision: Ellicott Mills Middle School is dedicated and committed to provide a world class education to a vibrant and diverse community of students, staff, and community members.

Mission: Our mission “to make great things happen” acknowledges the importance of a middle school culture that balances students’ academic growth with their social and emotional growth. All members of the community work to provide opportunities for our children that engage, challenge, and support them in their preparation for an ever-changing world.

HCPSS STRATEGIC CALL TO ACTION: LEARNING AND LEADING WITH EQUITY

Vision: Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.

Mission: HCPSS ensures academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

FOUR OVERARCHING COMMITMENTS

Value: Every HCPSS stakeholder feels empowered and rewarded in their roles and takes pride in cultivating the learning community.

Connect: Students and staff thrive in a safe, nurturing, and inclusive culture that embraces diversity.

Achieve: An individualized focus supports every person in reaching milestones for success.

SCHOOL TARGETS, STRATEGIES, & COMMITMENTS

Target: Literacy

Statement of Commitment: Staff will provide students with consistent and frequent opportunities to learn and practice close reading strategies using a variety of texts and mediums.

Strategies:

- First Instruction: Model using close reading strategies with short passages
- Student Group: Differentiate which close reading strategies are used based on student readiness (such as explicit vs. inferential understanding)
- Professional Learning: Provide staff with information and resources related to close reading strategies (such as Notice & Note)

Target: Math

Statement of Commitment: Staff will commit to consistently posing purposeful questions that advance student understanding and thinking (without over scaffolding or funneling) and/or facilitate opportunities for students to engage in meaningful discourse by planning and facilitating purposeful questions and discussions.

Strategies:

- First Instruction: Consistent posing of purposeful questions that advance student understanding and thinking, and facilitating opportunities for students to engage in meaningful discourse through classroom activities and discussions.
- Student group: Scenarios and prompts are reflective of diverse names, genders, and contexts relatable to black and African American students.
- Professional Learning: Staff will participate in PL to better understand questioning and math language routines (and 5 Practices) that promote classroom discourse. *This includes purposeful collaborative planning*

Empower: Schools, families, and the community are mutually invested in student achievement and well-being.

for deeper classroom discourse opportunities as regularly facilitated by Content ITLs.

Target: Climate

Statement of Commitment: School staff will effectively provide instruction to ensure students have knowledge and skills necessary to manage emotions, feel and show empathy, establish and maintain positive relationships, set and achieve goals, and make responsible decisions.

Strategies:

- First Instruction: Utilize county-mandated SEL time to demonstrate and model the skills necessary through interactive activities and lessons which increase transparency with the students as to the “Why” these policies and skills are critical to student growth. Lessons will provide interactive activities and instruction in empathy, dignity elements and violations, active listening, conflict resolution, effective apologies, and strategies for repairing harm.
- Student Group: Create/expand student groups and opportunities for student voice to gather input about their experiences in these areas, challenges, effective strategies, etc. and then move from listening into learning from students
- Professional Learning: Whole staff book study and professional learning series on Dignity, *Dignity: Its Essential Role in Resolving Conflict*, by Donna Hicks. We are dedicated to developing a school community where dignity is at the heart of everything we do. We will all (students and staff) learn the elements of dignity and work together to make our school the most welcoming, compassionate, and peaceful place in HCPSS. We will be referring to the elements of dignity when conflict arises, so it is important to understand these terms.