Our mission, in partnership with families and the community is to foster a safe learning environment by empowering ALL students to engage in authentic, rigorous, and relevant experiences.

Our vision is to develop the HEART of ALL students to become members of a global society.

- **H**onor
- **E**mpathy
- **A**ccountability
- **R**espect
- **T**eam Player

Progressing to Excellence-Closing Achievement Gaps

▶ Darlington County School District

▶ Hartsville Middle School

▶ Hartsville, SC

▶ Dr. Katrina James

▶ Don D. Doggett

▶ #AMLE50

Objectives

▶ Understand how to equip educators so they are prepared to teach young adolescents

▶ Understand how to possess depth & breadth in the content areas they teach.

▶ How to facilitate environments in which students take responsibility for their own learning and are engaged in meaningful learning experiences.

▶ To explain how varied and ongoing assessments advance learning as well as measure it.

HMS Demographics

Grade Level	Total in Grade	Asian	Black or African American	Hispanic/Latino	American Indian or Alaska Native	DO NOT USE Two or More Races	Native Hawaiian or Other Pacific Islander	White
6	284 M 145 /F 139	3 M 1 /F 2	143 M 72 /F 71	0 M 0 /F 0	9 M 7 /F 2	0 M 0 /F 0	1 M 1 /F 0	128 M 64 /F 64
7	268 M 153 /F 115	3 M 3 /F 0	123 M 67 /F 56	0 M 0 /F 0	6 M 6 /F 0	0 M 0 /F 0	0 M 0 /F 0	136 M 77 /F 59
8	322 M 171 /F 151	0 M 0 /F 0	157 M 80 /F 77	0 M 0 /F 0	5 M 4 /F 1	0 M 0 /F 0	2 M 1 /F 1	158 M 86 /F 72
Total	874 M 469 /F 405	6 M 4 /F 2	423 M 219 /F 204	0 M 0 /F 0	20 M 17 /F 3	0 M 0 /F 0	3 M 2 /F 1	422 M 227 /F 195

DCSD Poverty Index: 78.8 %
HMS Poverty Index: 72.6%
ELL/MLL: 5%

Medicaid
SNAP or TANF
Homeless
Foster
Migrant

HMS Data

Schools		ELA			Math		
		21-22	22-23		21-22	22-23	
Hartsville Middle		33.0%	42.53%	+9.53%	24.80%	25.03%	+0.23%

Middle School Overall Ratings Points	
Excellent	56 to 100
Good	48 to 55
Average	36 to 47
Below Average	29 to 35
Unsatisfactory	28 and below

Hartsville Middle School

2021-2022 Overall Rating

Below Average
35

School performance is in jeopardy of not meeting the criteria to ensure all students meet the Profile of the SC Graduate

Academic Achievement	Preparing For Success	English Learners' Progress	Student Progress
Below Average	Below Average	Average	Below Average

Hartsville Middle School

2022-2023 Overall Rating

Good
50

School performance exceeds the criteria to ensure all students meet the Profile of the SC Graduate

| Academic Achievement	Preparing For Success	Multilingual Learners' Progress	Student Progress
Average	Below Average	Average	Good

The Reality

- Support the school after leadership change

- Below Average School

- Began January 2, 2023

- Calm the Water.. Right the Ship

- Climate & Culture Repair

- Grieving, Healing, Rebuilding

Data Analysis

- ▶ Data Discussions
- ▶ District level data
- ▶ Benchmark Assessment
- ▶ Growth Targets
- ▶ MAP Data
- ▶ SC READY Data
- ▶ Teacher Assessments
- ▶ Report Card Data
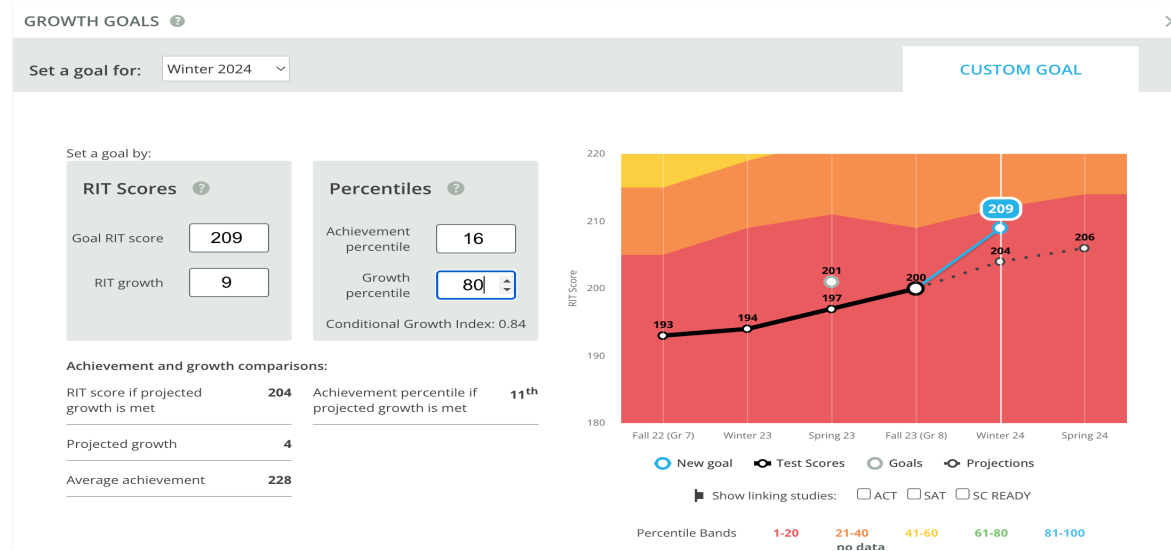
What Types of Data do You use?

- https://PollEv.com/free_text_polls/zrgQBm65xwqZUdHIrJ24E/respond

- Text DONDDOGGETT828 to 37607 to join the session, then text a response.

Step 1 Engagement & Connection through Building Capacity

- The best practices
  - EDI (Explicit Direct Instruction)
    - Books for all staff
  - Morning Meeting
    - Books for all staff
  - Job embedded professional development.
  - Opportunities for deliberate, differentiated, developmental feedback.
  - Helping teachers change seats on the bus

- How to facilitate environments in which teachers are accountable for their own professional growth and learning?

- What are our PD needs?

- What is the data showing?
  - Walkthrough
  - Student achievement
  - Other types of data (Progress Monitoring, Added Value)

What did we do next?

- Structures
  - PLC
    - Implement District Initiatives
    - Focus on Results from Data Analysis
    - Teacher-Led (Learn, Plan, Implement, Collect Data, Reflect, Refine)
  - Walkthrough Schedule
  - Data Analysis
  - Follow Up, Coaching & Collaboration

- What is your mission?
- How do we increase student achievement?
  - Incentives
  - Working/Winning Wednesdays
  - Afterschool Enrichment
  - Afterschool Academics
  - **Small Group Instruction**

Step 2: Build Capacity through the PLC Process

- Lead by Curriculum Teachers
- Focus on District Initiatives
- Weekly Observations
- Admin Team Meeting
- Feedback on Reluctant Teachers

- How can we describe the PLC Process?
- How do we make it meaningful? Relevant? Timely?

The PLC structure allowed for relevant embedded professional development that was varied for teacher needs

Step 3: Innovation & Alignment ….A Student-Centered Focus

- Personal learning paths that implements non-traditional methods.

- Non-Traditional
  - Afterschool
    - Weightlifting
    - Guitar
    - Dance
  - Tutoring
  - Small Group Instruction

- Traditional
  - Skinnies for 23-24
  - Extra Math and ELA (Assisted with Small Groups)

- How can we make everything about the students

- How do we create the kind of school we want our kids to attend?

- What do students want? (Interest Inventories)

- What talents and gifts do staff possess?

Step 4: Small Group Instruction

- District Initiative
- Clear Model Needed
- Immediate Feedback from Early Adopters
- Cajole on the fence staff
- Ask for at least one group from resistant staff (Teacher autonomy)
- Retirees……..

- Battles, Battles, Battles
  - Not a Middle School Concept
  - Wait me out
  - Just not going to do it
  - Quick Wins
    - Staff talking to other staff
    - Conversations during planning meetings
    - Support
      - PLC Meetings
      - CTs working and modeling

Step 5: Progress Monitoring

- Bi Weekly assessments in ELA and Math

- Standards assessed

- Formative feedback (teachers and students)

- **Progress monitoring provided opportunities to measures student learning**

- The Process
  - Based on Standards from Lesson Plans and Pacing Guides
  - Math & Science
  - ELA & SS
  - Not entered into gradebook

- How can we make everything about the students?

- How do we increase rigor?

- How do we give students authentic practice?

- How can we really chart student progress?

Step 5: Progress Monitoring cont.

- Student Benefits
- Quick wins
- Practice with assessment structures
- Feedback and extra practice
- Testing Stamina
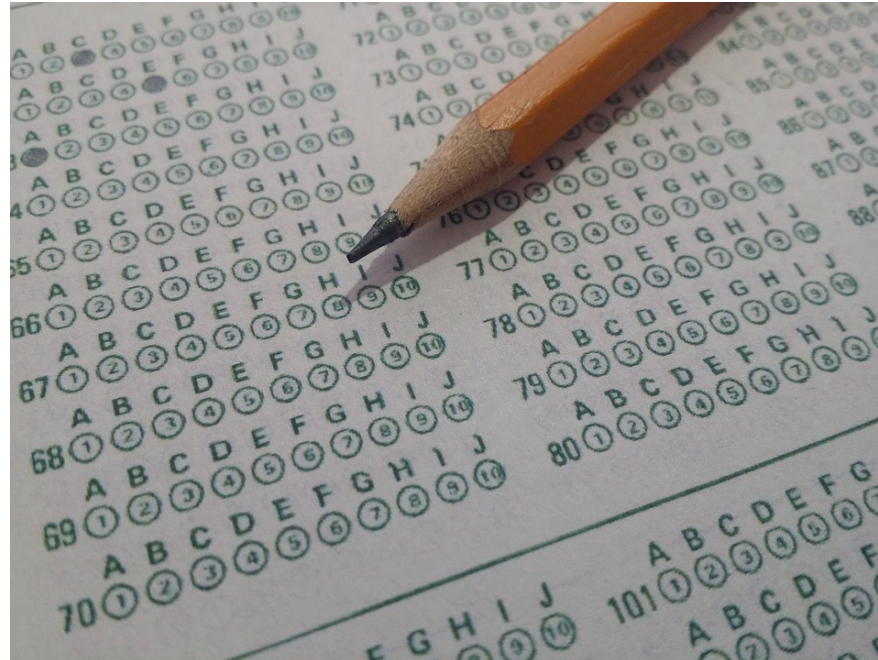
5 Months Later

- Good Rating
- Reasons
  - Great Leadership Team
  - Empower Teachers
  - Hold the system accountable
  - Listen to the teachers
  - Small Group Instruction
  - Progress Monitoring

- School Grew 15 Points
- Moved from Below Average to Good
- Skipped Average

Where We Are Headed:

▶ Embedded PD (EDI Training and Demonstration Coaching, OGAP Math Training)

▶ Small Group Instruction

What will you implement tomorrow

▶ **PollEv.com/donddoggett828**

▶ Send **donddoggett828** and your message to **37607**

What question do you have?

▶ **PollEv.com/donddoggett828**

▶ Send **donddoggett828** and your message to **37607**