

OSD School Improvement Plan

Building Data	
1a. Building: Reeves Middle School	1g. Grade Span: 6-8 School Type: Middle
1b. Principal: Aaron Davis	1h. Building Enrollment: 398
1c. District: Olympia School District	1i. F/R Percentage: 36.7%
1d. Board Approval Date: Click or tap here to enter text.	1j. Special Education Percentage: Click or tap here to enter text.
1e. Plan Date: 10-22-23	1k. Multilingual Percentage: Click or tap here to enter text.

School Leadership Team Members and Parent-Community Partners	
Please list by (Name, Title/Role)	
Leadership Team: Aaron Davis- Principal Karen Zarate- Assistant Principal Kaitlin Martin- Counselor Lucas Claussen- 8 th grade Rep Clara Householder- Electives Rep Deborah Nied- 7 th grade Rep Chantale Woronka- 6 th grade Rep	Shannon Hinchcliffe—PTA president Matthew Kaphan- PTA Vice-President Community Partners: Rachel Higgins, Wendy Wyatt, Monica Taylor, Heidi Olmstead, Whitney Bowerman

Vision and Mission Statement

- Does your vision lend itself to equitable and rigorous student outcomes for all learners?
- How did your educators', students', and families' perspectives inform your vision?
- How are strategies for equity—at the individual, institutional, or systems level—built into the vision?

Data Driven Decision-Making

[AWSP Evidence of Impact Tool](#); [Washington State MTSS Framework](#); [Washington State MTSS Self Assessment](#)

SY 2023–2024 SMARTIE Goal #1:

Using the Reeves Middle School Climate Survey data, students NOT feeling connected will decrease by 10% from October 2023 to May 2024.

[OSD Student Outcome\(s\)](#): What OSD Student Outcomes are tied to this SMARTIE goal?

Outcome 1: Be compassionate and kind.

1. Demonstrate awareness of one's own thoughts and emotions and reflect on how these affect behavior.
2. Express emotions, thoughts and impulses in positive and beneficial ways.
3. Resolve conflicts and repair relationships.

Instructions: Use the empty rows in the table below to detail at least two activities supporting your SMARTIE Goal #1: answer all prompts in each column for each activity described; add rows for additional activities if necessary.

Activities	Measures	Timeframe	Lead	Resources
<p><i>What evidenced-based practice(s) will you implement in order to have an impact toward achieving this goal?</i></p> <p><i>Who, specifically, will benefit from this practice/activity?</i></p>	<p><i>What short- and long-term data will be collected to measure the impact of student learning from and outcomes of this activity for the specific students named in your SMARTIE</i></p>	<p><i>What was / is the projected length of time of this activity?</i></p> <p><i>When or how often (please be as specific as possible) will progress be monitored or data reviewed?</i></p>	<p><i>Who (what team or individual) will be responsible for implementing, measuring, and adjusting the activity?</i></p> <p><i>Who else will be involved?</i></p>	<p><i>What resources will be used to implement this activity toward reaching the stated SMARTIE Goal (for example, professional development, extended time, curriculum, materials, etc.)?</i></p>

	<i>Goal?</i>			
<p>Activity 1</p> <p>All teachers will administer the Panorama Survey and the Reeves Middle School Climate survey during advisory to ensure that all students have an opportunity to participate.</p>	<p>Analyze Student Climate Survey/Panorama responses using cohort data over three years to identify and address disproportionality.</p>	<p>Reeves Middle School Student Climate Survey- fall & spring</p> <p>Reeves Middle School Staff Climate Survey- fall & spring</p> <p>Panorama Survey- fall & spring</p>	<p>Leadership Team</p> <p>Advisory teachers</p>	<p>Climate surveys for both staff & students</p>
<p>Activity 2</p> <p>Provide opportunities for staff to share perception data regarding their relationships with students. During department and grade-level team meetings, staff will take an alphabetical list of students and place a sticker next to any students who they have a connection with. We will cross reference this with our Climate Survey data.</p>	<p>The climate survey was adjusted to include a free-response question (seven) that asks students to list any adult who cares about them, makes them feel welcome, or treats them with respect. This data will be compiled and shared with staff.</p>	<p>Weekly RAMPAGE productions in the CTE Broadcasting class will promote compassion and kindness. Weekly videos are shown during advisory class.</p>	<p>PTA volunteers that join our leadership team meetings</p> <p>Leadership Class— meets daily and includes our ASB elected representatives.</p>	
<p>Funding: List and describe funding amount(s) and source(s) associated with the activities described above.</p>				

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SY 2023–2024 SMARTIE Goal #2:

By May 2024, students will demonstrate an increase in compassion and kindness as measured by an increase of 10% positive responses on question 9 (“students at my school are compassionate and kind”) of the Reeves Climate Survey.

[OSD Student Outcome\(s\)](#): What OSD Student Outcomes are tied to this SMARTIE goal?

Outcome 1:

1. Be aware of and appreciate one’s similarities and differences with others.
2. Listen well and cooperate with others.

Instructions: Use the empty rows in the table below to detail at least two activities supporting your SMARTIE Goal #1: answer all prompts in each column for each activity described; add rows for additional activities if necessary.

Activities	Measures	Timeframe	Lead	Resources
<p><i>What evidenced-based practice(s) will you implement in order to have an impact toward achieving this goal?</i></p> <p><i>Who, specifically, will benefit from this practice/activity?</i></p>	<p><i>What short- and long-term data will be collected to measure the impact of student learning from and outcomes of this activity for the specific students named in your SMARTIE Goal?</i></p>	<p><i>What was / is the projected length of time of this activity?</i></p> <p><i>When or how often (please be as specific as possible) will progress be monitored or data reviewed?</i></p>	<p><i>Who (what team or individual) will be responsible for implementing, measuring, and adjusting the activity?</i></p> <p><i>Who else will be involved?</i></p>	<p><i>What resources will be used to implement this activity toward reaching the stated SMARTIE Goal (for example, professional development, extended time, curriculum, materials, etc.)?</i></p>
<p>Activity 1 Building-wide equity education to staff and students with the following objectives: - Engage in collaborative work to challenge and</p>	<p>Using the May 2024 Reeves Middle School Student Climate Survey data, at least 85% of students will respond positively to the question regarding</p>	<p>Weekly advisory lessons used to support our school theme (Empathy) and support Student Outcome #1 goals.</p>	<p>Leadership Team Advisory teachers</p>	<p>Panorama Student Survey Section: <i>Supportive Relationships</i> (Administrative Dashboard)/ <i>Help from Other People</i> (Student View)</p>

<p>dismantle systemic inequities in our school. - Blend Restorative practices into our school discipline philosophy, including professional development for staff.</p>	<p>compassion and kindness.</p>			<p>Student/Staff Connections Perception Data.</p>
<p><i>Activity 2</i> RMS book study using Passionate Learners: How to Engage and Empower your Students.</p> <p>Evaluate personal prejudices and biases.</p> <p>Reflect on personal practices inside and outside the classroom that impact inclusivity.</p>	<p>Analyze discipline referrals to identify and address disproportionality.</p> <p>Utilize discipline data to measure efforts to reduce HIB referrals by 10% between October 2023 and May 2024.</p>	<p>Reeves Middle School Student Climate Survey- fall & spring</p> <p>Reeves Middle School Staff Climate Survey- fall & spring</p> <p>HIB survey—fall & Spring</p>	<p>PTA volunteers that join our leadership team meetings</p> <p>Leadership Class—meets daily and includes our ASB elected representatives.</p>	<p>PBIS GOALS: Reeves Middle School will continue to implement a school wide Positive Behavior Interventions and Support (PBIS) system to promote empathy and compassion.</p>
<p>Funding: List and describe funding amount(s) and source(s) associated with the activities described above.</p>				
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SY 2023–2024 SMARTIE Goal #3:

During the 2023-2024 SY, increase by 10% the Agree/Strongly Agree responses by students demonstrating a better understanding of how and when to seek supportive social and emotional health resources for self and others as measured on the Reeves Climate Survey: Question # 19-- I know who to ask for social and emotional support at school.

OSD Student Outcome(s): What OSD Student Outcomes are tied to this SMARTIE goal?

Outcome 3: Advocate for the social, physical and mental wellness of themselves and others and be hopeful about the future.

Instructions: Use the empty rows in the table below to detail at least two activities supporting your SMARTIE Goal #1: answer all prompts in each column for each activity described; add rows for additional activities if necessary.

Activities	Measures	Timeframe	Lead	Resources
<i>What evidenced-based practice(s) will you implement in order to have an impact toward achieving this goal? Who, specifically, will benefit from this practice/activity?</i>	<i>What short- and long-term data will be collected to measure the impact of student learning from and outcomes of this activity for the specific students named in your SMARTIE Goal?</i>	<i>What was / is the projected length of time of this activity? When or how often (please be as specific as possible) will progress be monitored or data reviewed?</i>	<i>Who (what team or individual) will be responsible for implementing, measuring, and adjusting the activity? Who else will be involved?</i>	<i>What resources will be used to implement this activity toward reaching the stated SMARTIE Goal (for example, professional development, extended time, curriculum, materials, etc.)?</i>
Activity 1 The school counselor will visit all classrooms to present Harassment, Bullying and Intimidation (HIB)	For social and emotional safety, Reeves Middle School will conduct an anonymous "bully" and "climate" survey at the beginning and	Reeves Middle School Student Climate & HIB Surveys- fall & spring	School counselor Health teacher Advisory teachers	Suicide prevention curriculum HIB policy and resources.

<p>awareness plus reporting procedures.</p> <p>Utilize advisory classes to implement Equity and Character Strong lessons that emphasize social, physical and mental wellness.</p>	<p>end of the school year.</p> <p>Continue the EMPOWER program at Reeves to build a community that will better support BIPOC and underrepresented students.</p>			
<p>Activity 2</p> <p>Implement the suicide prevention curriculum in middle school. The Health teacher, social worker and school counselor will collaborate to provide and encourage accessing the community resources available to families</p>	<p>Our target is to have 95% of Reeves Middle School students reporting "feeling safe at school" on the spring 2024 bully and climate surveys.</p>	<p>Click or tap here to enter text.</p>	<p>Care Team- school psychologist, speech therapist, social worker, counselor, SpEd teachers, building admin.</p>	<p>Provide all students access to digital citizenship curriculum through our teacher librarian to ensure healthy online relationships, media balance and personal well-being if/when engaging with social media.</p>
<p>Funding: List and describe funding amount(s) and source(s) associated with the activities described above.</p>				
<p>1. Click or tap here to enter text.</p>				
<p>2. Click or tap here to enter text.</p>				

