

Entry Plan for Franklin Middle School

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Goals

1. *Increase student achievement.*
2. *Build capacity for improvement.*
3. *Enhance building/community relations.*
4. *Strengthen building leadership.*

Core Values

- *Respect*
- *Trust*
- *Collaboration*
- *Communication*

Increase Student Achievement

I will learn more about the strengths and weaknesses of instructional practices in each department by:

- *reviewing data pertaining to student achievement including standardized test results, special education services, AIS data, plan and interventions.*
- *reviewing alignment of curriculum, instruction, staffing, and professional development.*
- *meeting with teachers to better understand their involvement in district initiatives such as:*
 - *Literacy Cohort training*
 - *Instructional Improvement Plans*
 - *NYLearns.org*
- *visiting classrooms to gain insight on best practices being employed.*

Increase Student Achievement

The information gathered will influence and support the following:

- *Data teams/LASW Teams*
- *Instructional planning*
- *Involvement in district initiatives*
- *Instructional leadership*

Increase Student Achievement

<i>Strategy/ Activity</i>	<i>Time</i>	<i>Participants</i>	<i>Fidelity (Did I do what I said I would do?)</i>	<i>Efficacy (How well is it working?)</i>	<i>Impact</i>
Review data	August, 2010	Principal, Assistant Principal, faculty	Data and reports reviewed before the start of the school year.	Data used to better understand programs and services at Franklin Middle.	All programs and services will be analyzed for effectiveness. Plans will then be drafted accordingly.
Curriculum, instruction, staffing, professional development	August – September, 2010	Principal, Assistant Principal, Assistant Superintendent for Curriculum and Instruction, CLS's, faculty	All information reviewed from August - September, 2010.	The review will provide insights to instructional practices.	Instructional planning will focus on curriculum and instructional best practices.
District initiatives	August – September, 2010	Faculty	Collect information on faculty involvement in district initiatives through department/grade level/team meetings.	I have the necessary information to appropriately address faculty involvement in district initiatives.	Faculty involvement in district initiatives increases.
Visit classrooms	Ongoing	Principal, Assistant Principal	I am visible in classrooms weekly.	Walk-throughs evidence instructional best strategies being used.	Student achievement increases.

Build Capacity for Improvement

I will learn more about building issues and concerns by:

- *meeting with faculty and staff leadership including department leaders and union representatives.*
- *attending team meetings to gather teacher input.*
- *eliciting feedback from faculty and community through surveys on my job performance.*
- *working with Building Leadership Team to strengthen vision of Franklin Middle School.*

Build Capacity for Improvement

The input collected will shape the following:

- *Faculty meetings*
- *Professional Development*
- *Department/Grade Level/Team meetings*
- *PTA meetings*
- *Building Leadership Team meetings*

Build Capacity for Improvement

<i>Strategy/ Activity</i>	<i>Time</i>	<i>Participants</i>	<i>Fidelity (Did I do what I said I would do?)</i>	<i>Efficacy (How well is it working?)</i>	<i>Impact</i>
Meeting with faculty and staff leaders.	August - September, 2010	Franklin Middle faculty, staff	Meetings occur before October, 2010.	The meetings provide useful information to begin planning together.	Faculty, staff and administration plan and implement their collective strategies for improvement.
Team meetings	Weekly	Faculty	Weekly attendance at team meetings.	Teachers discuss pertinent topics with administration.	Administration is aware of successes, concerns and issues in a timely fashion.
Elicit feedback through surveys	January, 2011	Franklin Middle community	Survey tool distributed to all stakeholders.	High participation rates with the survey.	Principal has critical feedback to inform his practice. Results will be analyzed and shared. Results will be used by principal for improvement planning.
Vision	September, 2010 – January, 2011	Building Leadership Team	B.L.T. meeting agendas include discussion on Franklin Middle's vision.	Vision statement reflects actions at Franklin Middle.	The vision becomes reality.

Improve Building/Community Relations

I will become involved in the community and facilitate communications between Franklin Middle School and various organizations/constituencies by:

- *working closely with the PTA Officers and membership.*
- *inviting parents to participate in committees like the Building Leadership Team.*
- *partner with community, business and political leaders to enhance relations with outside organizations.*

Improve Building/Community Relations

The evidence of improved building/community relations will be:

- *greater parent and staff involvement in PTA.*
- *new opportunities with local organizations available for our students.*
- *student enrollment increases as Franklin Middle becomes recognized for its excellence.*

Improve Building/Community Relations

<i>Strategy/ Activity</i>	<i>Time</i>	<i>Participants</i>	<i>Fidelity (Did I do what I said I would do?)</i>	<i>Efficacy (How well is it working?)</i>	<i>Impact</i>
Work with PTA	Ongoing	Franklin Middle PTA	Attendance and participation at PTA meetings.	PTA feedback to administrative participation in meeting is positive.	PTA and administration work as partners in the education of Franklin Middle students.
Parent involvement on Building Leadership Team	Monthly	Franklin Middle parents	Parents representatives are present at B.L.T. meetings.	Parents actively contribute to the meeting agendas.	Parents have a greater role in shaping the future of Franklin Middle.
Partner with community, business and political leaders	Ongoing	Community, business and political leaders	Meet with identified leaders to discuss opportunities.	Local leaders and Franklin Middle community collaborate on projects.	Franklin Middle is integral to the community's success.

Strengthen Building Leadership

I will be a visible leader at Franklin Middle School by:

- *introducing myself formally with a letter to all faculty and staff. This letter will invite faculty and staff to meet with me to discuss the important issues we face at Franklin Middle School.*
- *hosting a “Meet the Principal” night for the Franklin Middle School community.*
- *working with student leaders to better understand student needs and concerns.*
- *focusing on communication with faculty and staff.*

Strengthen Building Leadership

The result of focusing on being a visible leader will:

- *provide consistency in building leadership.*
- *offer an administrative presence to the building.*
- *build respect and trust with faculty, staff, parents and students.*

Strengthen Building Leadership

<i>Strategy/ Activity</i>	<i>Time</i>	<i>Participants</i>	<i>Fidelity (Did I do what I said I would do?)</i>	<i>Efficacy (How well is it working?)</i>	<i>Impact</i>
Introductory letter	August, 2010	Franklin Middle faculty, staff	Letter sent before start of school.	Teachers meet with me individually to discuss Franklin Middle School.	Faculty has greater connection with building principal.
“Meet the Principal” night	August, 2010	Franklin Middle community	Event hosted before the start of school.	Attendance at the event includes parents, students, faculty and staff.	Franklin Middle community continually evaluates the progress of the entry plan.
Work with student leaders	Ongoing	Student leaders	Student Advisory Committee (S.A.C.) lunches.	Students generate talking points with administration on a variety of topics.	Students begin to shape school culture. Student leadership takes active role on building initiatives.
Communication	Ongoing	Faculty, staff, parents, and students	Talk with stakeholders. Written communication when appropriate.	Communication assists in connecting the Franklin Middle community.	Open communication becomes the norm at Franklin Middle.