

State Board of Education Goals – Future-ready Students for the 21st Century

Goal 1 – North Carolina public schools will produce globally competitive students.

Goal 2 – North Carolina public schools will be led by 21st Century professionals.

Goal 3 – North Carolina Public School students will be healthy and responsible.

Goal 4 – Leadership will guide innovation in North Carolina public schools.

Goal 5 – North Carolina public schools will be governed and supported by 21st Century systems.



District Goals for Union County Public Schools

District Goal 1: High achieving and globally competitive students.

Supports SBE Goal: Goal 1 – North Carolina public schools will produce globally competitive students.

District Goal 2: Quality teachers, administrators, and staff providing innovative leadership for 21st century schools.

Supports SBE Goal: Goal 2 – North Carolina public schools will be led by 21st Century professionals.

District Goal 3: Safe, orderly, and caring schools producing healthy and responsible students.

Supports SBE Goal: Goal 3 – North Carolina Public School students will be healthy and responsible.

District Goal 4: 21st Century systems operating effectively and efficiently.

Supports SBE Goal: Goal 5 – North Carolina public schools will be governed and supported by 21st Century

District Goal 5: Family, business, and community members involved and supportive of our schools.



School Mission Statement for Cuthbertson Middle School

Mission:

The Community of Cuthbertson Middle School is dedicated to developing a safe and rigorous learning environment, in which students will: advance and utilize 21st Century Skills, increase global awareness and civic engagement, and be challenged to their fullest potential to emerge as independent life-long learners.



LEA or Charter Name/Number: Union County Public Schools - 900
School Name/Number: Cuthbertson Middle School 310
School Address: 1520 Cuthbertson Road Waxhaw, NC 28173
Plan Year(s): 2011-2014
Date prepared: Sep-11

Principal Signature: Laurel M. Healy 9/15/2011
Date

Local Board Approval Signature: _____ _____
Date

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position*	Name	Committee Position*	Name
Principal	Laurel Healy		
Assistant Principal	Scott Sofsian		
Teacher - 6th Grade	Joyce Moseff		
Teacher - 6th Grade	John Wall		
Teacher - 7th Grade	Regina Gokey		
Teacher - 7th Grade	Leslie Rosenthal		
Teacher - 7th Grade/Secretary	Vannetta July		
Teacher - 8th Grade/Chairperson	Danielle Sullivan		
Teacher - Student Services	Lisa R. Smith		
Teacher - Electives	Samantha Peppard		
Teacher - Electives	Dale Owens		
Teacher - Media	Kimberly Kovach		
Teacher - Exceptional Children	Stephanie Schmitz		
Parent - 6th	Nancy Burk		
Parent - 6th	Andrew Davis		
Parent - 7th	Valerie Kennedy		
Parent - 7th	Shelia Levesque		
Parent - 8th	Debbie Morton		
Parent - 8th	Pamela Souza		

* Add to list as needed. Each group may have more than one representative.

Priority Goal 1 and Associated Strategies

School Goal 1:	CMS will produce high achieving and globally competitive students.
Supports this district goal:	High achieving and globally competitive students.

Target:	All Students
Indicator:	
Milestone date:	Spring 2012

Goal 1 Improvement Strategies – Identify research-based strategies whenever possible.

Plan/Do

	Strategy: Implement a school-wide novel study. 2009 - <i>Three Cups of Tea</i> , 2010 - <i>Chinese Cinderella</i> , 2011 - <i>Lost Boy, Lost Girl</i>		
	Action steps:		
Strategy 1:	1. Provide teachers with copies of novel, supplemental		
	2. Teams of teachers plan novel unit, including station		
	3. Implement plan		
	4. Evaluate plan and revise for next year		
	Strategy: Communicate with students in other countries		
	Action steps:		
Strategy 2:	1. Skype with students in other countries - Social Studies		
	2. Write letters to students in other countries - French		
	3. Student presentations of their personal educational		
	Strategy: Participate in the UCPS Global Schools Initiative		
	Action steps:		
Strategy 3:	1. Survey students and staff		
	2. Document appropriate activities		
	3. Prepare submission		
	Strategy: Participate in enrichment and intervention time during the school day		
	Action steps:		
Strategy 4:	1. Develop a schedule and plan		



2. Implement plan

How will we fund these strategies?

Plan/Do

Funding source 1: Local district funds
Funding source 2: Select a funding source
Funding source 3: Select a funding source
Funding source 4: Select a funding source
Funding source 5: Select a funding source

Funding amount:
Funding amount:
Funding amount:
Funding amount:
Funding amount:
Total initiative funding:

Review frequency: Annually

Assigned implementation team:

What data will be used to determine whether the strategies were deployed with fidelity?

The administration will monitor the implementation of all strategies.

Check

Teacher, student, and parent survey data.

To be determined.

Based upon identified results, should/how should strategies be changed?



Act

To be determined.

Priority Goal 2 and Associated Strategies

Area for improvement and supporting data:

School Goal 2:	CMS will hire and retain highly qualified teachers.	
Supports this district goal:	Quality teachers, administrators, and staff providing innovative leadership for 21st century schools.	
Target:	All staff members	
Indicator:		
Milestone date:	Ongoing	

Goal 2 Improvement Strategies – Identify research-based strategies whenever possible.

Plan/Do

Strategy 1:	Strategy: Provide quality staff development	
	Action steps:	
	1. Conduct professional development that assists	5. Conduct training in the area of differentiating instruction for
	2. Conduct training in the areas of content reading and	6. Utilize new software programs to increase achievement
	3. Conduct training in the areas of student and teacher	
	4. Collaborate with teachers in area schools	

Plan/Do

How will we fund these strategies?

Funding source 1: Local district funds

Funding amount: \$0

Funding source 2: Federal funds - Title II

Funding amount: \$0

Total initiative funding: \$0

Review frequency: Semi-annually

Assigned implementation team:

Check

What data will be used to determine whether the strategies were deployed with fidelity?

Administration will monitor the implementation of the strategy.

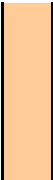
How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

Administration will plan and implement staff development

What does data show regarding the results of the implemented strategies?

To be determined.





Based upon identified results, should/how should strategies be changed?

To be determined.

Act



Priority Goal 3 and Associated Strategies

Area for improvement and supporting data:

School Goal 3: CMS will provide a safe, orderly, and caring environment and produce healthy, responsible students.

Supports this district goal: Safe, orderly, and caring schools producing healthy and responsible students.

Target: All students

Indicator:

Milestone date: Spring 2011

Goal 3 Improvement Strategies – Identify research-based strategies whenever possible.

Plan/Do

Plan/Do	Strategy 1:	Strategy: Utilize a proactive approach to discipline	
		Action steps:	
		1. Pit talks - General conduct, sexual harrassment, cyber	
		2. Incorporate anti-bullying activities into all classes	
	Strategy 2:	Strategy: Implement an anti-bullying plan	
		Action steps:	
		1. Friendship Week - Special activities advocating	
		2. Utilize a Bully Box	
	Strategy 3:	Strategy: Recognition of caring, healthy, and responsible students	
		Action Steps:	
		1. Student of the Month	
		2. Highlight positive characteristic of students in the	



Plan/Do

How will we fund these strategies?

Funding source 1: Select a funding source
Funding source 2: Select a funding source
Funding source 3: Select a funding source
Funding source 4: Select a funding source
Funding source 5: Select a funding source

Funding amount:
Funding amount:
Funding amount:
Funding amount:
Funding amount:
Total initiative funding: \$0

Review frequency: Quarterly

Assigned implementation team:

Check

What data will be used to determine whether the strategies were deployed with fidelity?

The administration will monitor the implementation of all strategies.

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

Teacher, student, and parent survey data.

What does data show regarding the results of the implemented strategies?

To be determined.





Based upon identified results, should/how should strategies be changed?

To be determined.

Act



Priority Goal 4 and Associated Strategies

Area for improvement and supporting data:

School Goal 4: CMS will use 21st Century systems to operate effectively and efficiently.

Supports this district goal: 21st Century systems operating effectively and efficiently.

Target: CMS community

Indicator:

Milestone date: Ongoing

Goal 4 Improvement Strategies – Identify research-based strategies whenever possible.

Plan/Do

Strategy 1:	Strategy: Utilize 21st Century tools to effectively communicate with the school community		
	Action steps:		
	1. Each teacher will maintain a Moodle page		5. Administration will maintain current Facebook and Twitter
	2. Media Specialist will maintain the school web site		
	3. PTSO will utilize email blast		
4. Principal will make use of ConnectEd			

Strategy 2:	Strategy: Teachers and students will utilize technology in their classroom on a regular basis.		
	Action steps:		
	1. 7th graders will receive laptops in August		
	2. 6th graders will receive laptops in October		
3. 8th graders will receive laptops in January			

Plan/Do

How will we fund these strategies?

Funding source 1: Select a funding source
Funding source 2: Select a funding source
Funding source 3: Select a funding source
Funding source 4: Select a funding source
Funding source 5: Select a funding source

Funding amount:
Funding amount:
Funding amount:
Funding amount:
Funding amount:
Total initiative funding: \$0

Review frequency: Quarterly

Assigned implementation team:

Check

What data will be used to determine whether the strategies were deployed with fidelity?

The administration will monitor the implementation of all strategies. Teacher, student and parent survey results data.

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

Teacher, student, and parent survey data.

What does data show regarding the results of the implemented strategies?

To be determined.





Based upon identified results, should/how should strategies be changed?

To be determined.

Act



Priority Goal 5 and Associated Strategies

Area for improvement and supporting data:

School Goal 5:	CMS will cultivate family and community involvement and support.
Supports this district goal:	Family, business, and community members involved and supportive of our schools.
Target:	CMS community
Indicator:	
Milestone date:	Ongoing

Goal 5 Improvement Strategies – Identify research-based strategies whenever possible.

Plan/Do

Plan/Do	Strategy 1:	Strategy: Maintain community partnerships		
		Action steps:		
		1. Five Stones Church		5. Bird Dentistry
		2. Braces Plus		6. Hull and Coleman Orthodontics
		3. WCWAA		7. Art of Collaboration
		4. Waxhaw Athletic Association		8. Quad Schools
	Strategy 2:	Strategy: Encourage family involvement with the school		
		Action steps:		
		1. Further utilize email capabilities to communicate with		
		2. Parent information meetings quarterly		
		3. Utilize Facebook and Twitter to disseminate		
		4. Utilize the capacity of ConnectEd		
	Strategy 3:	Strategy: Encourage community service and service learning among students		
Action steps:				
1. Increase student organization service-oriented				
2. Partner with Marshville Elementary kindergarten				



Plan/Do

How will we fund these strategies?

Funding source 1: Select a funding source
Funding source 2: Select a funding source
Funding source 3: Select a funding source
Funding source 4: Select a funding source
Funding source 5: Select a funding source

Funding amount:
Funding amount:
Funding amount:
Funding amount:
Funding amount:
Total initiative funding: \$0

Review frequency: Semi-annually

Assigned implementation team:

Check

What data will be used to determine whether the strategies were deployed with fidelity?

The administration will monitor the implementation of all strategies.

How will you determine whether the strategies led to progress toward the goal? (Include formative, benchmark, and summative data as appropriate.)

Teacher, student, and parent survey data.

What does data show regarding the results of the implemented strategies?

To be determined.





Based upon identified results, should/how should strategies be changed?

To be determined.

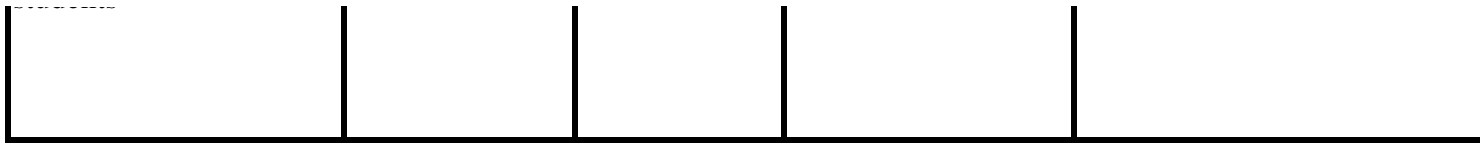
Act



Bullying Plan
Cuthbertson Middle School
2011-2012

Goal(s): Cuthbertson Middle School will provide a safe, orderly, and caring environment and produce healthy, responsible students.

Strategies	Target Group	Person(s) Responsible	Materials/Resources Needed	Timeline
Maintain year long Character Education and Anti-bullying Programs Friendship Week Giving the Gifts	Students	Counselors and Teachers	Anti-bullying Activities Friendship Week Activities Giving the Gift Activities	Ongoing Feb-12 The week before Winter Break 2011
Maintain the Bully Box for incident reports from students	Students	Counselors	Bully Box	Ongoing
Continue to hold House assemblies led by administration to define bullying and its consequences	Students	Administration	None	October 11-14, 2011
Analyze confidential bullying survey of students	Students	Counselors	Survey	Fall 2011



Globalization Action Plan

Cluster: Cuthbertson

Principals:

Dr. Rachel Clarke

Priscilla Davis

Dr. Laurel Healy

Rob Jackson

Target Completion Date: Spring 2012

Expected Outcome(s): The Cuthbertson Cluster will promote the ideals of Globalization through a consistent effort to edu

Key Steps	Timeframe	Party Responsible	School(s) Impacted
1. Participate in a school-wide book study, <i>Lost Boy, Lost Girl</i> .	November	Book Study Committee All staff	All
2. Participate in the UCPS Global Schools Initiative.	On going	Globalization Committee All staff	All
3. Participate in <i>Sharing is Caring</i> with Marshville Elementary	December	8th Grade	CMS

cate staff members and students.

Cuthbertson Middle School
Remediation - Closing the Gap Plan
2011-2012

Strategies	Target Group	Responsible Party	Materials/Resources Needed
Teachers mentor at-risk students	At-risk students	All staff members	Starfish name tags
Analyze last year's achievement and growth test data	Under performing students	Data Team	Disc of previous scores and predictions
Remediation in Math and Reading during Activity Time	Students who scored a I or II on last year's EOGs Students who did not pass the first six weeks Students who are predicted to score a I or II on this year's EOGs	Team teachers Peer tutors	Buckle Down Manipulatives Study Island Quizbowl Game EOG prep materials
Study Hall during lunch and Team Time	Students who do not complete classwork and homework	Selected team teachers ISS teacher Peer tutors	None

Safe School Plan for Cuthbertson Middle School

Pursuant to General Statute §115C-105.47, this Safe School Plan provides required information regarding roles and responsibilities of district and school-level personnel with respect to establishing and maintaining a safe, secure, and orderly school.

Name and role of person(s) responsible for implementing this plan:	Dr. Ed Davis
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Statement of Responsibility for the School District Superintendent

In accordance with General Statute §115C-105.47 (b)(2), the district superintendent is responsible for coordinating adoption and implementation of this plan, evaluating the principal's performance with respect to school safety, monitoring and evaluating implementation of this plan at the school-level, and coordinating with local law enforcement and court officials as appropriate.

In the event the district superintendent fails to fulfill these responsibilities as required by state law, the following disciplinary consequences may occur:

*Failure to carry out the above-mentioned responsibilities may result in a written reprimand by the Board as well as other appropriate consequences as determined by the Board.

Statement of Responsibility for the School Principal

In accordance with General Statute §115C-105.47 (b)(3), the school principal is responsible for restoring, if necessary, and maintaining a safe, secure, and orderly school environment. The duties of the principal with respect to this include exhibiting appropriate leadership for school personnel and students, providing for alternative placements for students who are seriously disruptive, reporting all criminal acts under G.S. 115C-288(g), and providing appropriate disciplinary consequences for disruptive students.

In the event the school principal fails to fulfill these responsibilities as required by state law, the following disciplinary consequences may occur:

*Failure to carry out the above-mentioned responsibilities may result in a written reprimand from the superintendent to be placed in the principal's personnel file and disciplinary proceedings under G.S. 115C-325.

Statement of the Roles of Other Administrators, Teachers, and Other School Personnel

In accordance with General Statute §115C-105.47 (b)(4), other school personnel are tasked as follows with restoring, if necessary, and maintaining a safe, secure, and orderly school environment:

Assistant Principal(s): Mr. Kevin Nesteruk and Mr. Scott Sofsian

Teachers: Mr. Clifton Denby

Other School Staff: Mrs. Lisa Smith and Ms. Kelsey Ferranti

Services for At-risk Students

Pursuant to General Statute §115C-105.47 (b)(5), the following procedures are used to identify and serve the needs of students at-risk of academic failure, or of engaging in disruptive or disorderly behavior, or both.

PEP's, Enrichment/Remediation Plans, Student Accountability during the school year, Saturday School, School Intervention Teams, middle school - ALPS, Single gender classes, Use NC WISE to identify attendance, academic and discipline concerns and patterns, Analyze EOG, EOC, Alternative Assessments, and other standardized test scores, Exceptional Children (EC), Limited English Proficient referrals and conferences, OSS and ISS discipline reports, guidance and attendance counselors.

Pursuant to General Statute §115C-105.47 (b)(6), the following mechanisms are used for assessing the needs of disruptive and disorderly students who are at risk of academic failure, providing these students with services to assist them in achieving academically and modifying their behavior, and for removing them from classrooms when necessary.

In-school tutoring, before/after school tutoring, Saturday Recovery, Intervention Teams, Behavior Plans/Agreements, PEP's, IEP

Goals, and Benchmark Tests

Pursuant to General Statute §115C-105.47 (b)(13a), the following services are provided to students assigned to an alternative school or an alternative learning program.

Odysseyware, Nova net, Nurtured Heart, Smaller class size - Lower Student/Teacher Ratio, Intensified Structure, Level Programs designed to transition back to home school.

In accordance with General Statute §115C-105.47 (b)(7), the following measurable (goals) for improving school safety and order are in place. (Copy as needed depending upon number of goals.)

Goal: Complete all required drills and associated training (fire, tornado, lockdown).

Target: 100% completion

Indicator: Drill Reports

Milestone Date: Jun-12

Pursuant to General Statute §115C-105.47 (b)(10), identify the district's plan to work effectively with local law enforcement and court officials.

*System-wide Safe Schools Plan indicates: Each middle and high school has access to the services of a School Resource Officer (SRO) who has direct contact with the Union County Sheriff's Office or the Monroe City Police Department. Currently, at least one SRO is allotted per middle/high pair; funds are being sought to expand to one officer for each middle and high school. Elementary schools have access to the SRO in emergency situations. DARE officers help as needed at the elementary schools. Each school works cooperatively with juvenile and criminal court officials to determine the proper placement of students who have violated the law. The court system notifies schools of students who have committed felonies. The District Attorney's (DA's) office is contacted when necessary to enforce trespassing, assault, firearm, vandalism and other applicable laws. Policies and Procedures for SRO are housed within each school.

Pursuant to General Statute §115C-105.47 (b)(11), identify the district's plan to provide access to information to the school community, parents, and representatives of the local community.

The UCPS Communications Office oversees and contributes to a variety of print and electronic media that requires school information. UCPS news appears in a variety of outlets including school and district newsletters, local newspapers and even national magazines. The UCPS Communications Office maintains effective and informative district and departmental websites including a website for the superintendent and the Board of Education.

Parents and the local community are informed via Connect-Ed., website postings, facebook, printed handbooks and agendas, letters home, student and family recognition programs, PTA/PTO-sponsored programs and information provided through partnerships with outside agencies such as the police and fire departments, emergency medical responders and other approved non-profit organizations.

Funding Uses and Sources – At-risk and Alternative Learning Schools and Programs

Program or Strategy Being Funded	Amount of Funding	Source of Funding
English as a Second Language (ESL)		Local, State, Federal
Dropout Prevention Counselors (10)		State
In-School Suspension Programs Middle/High		State
Remediation		State
School Resource Officers (SRO's)		Local
TRU - UCPS Tobacco Education Course		State
Money in lieu of Summer School		Local

Cuthbertson Middle School
Media & Technology Plan
2011-2012

Goals:

Strategies	Target Group	Person(s) Responsible	Materials/Resources Needed	Timeline
				Ongoing
Participate in the 1:1 laptop initiative sponsored by UCPS	7th - August 6th - October 8th - January	Joe Currie Bill Blackledge All teachers	Teacher training Student training Laotops	Ongoing
Purchase Smartboards	10 teachers	PTSO Admininstration	Funds for purchase of Smartboards	January
Provide professional development in the use of Smartboards	10 teachers	Bill Blackledge Kimberly Kovach Selected teachers	None	Ongoing

Duty Free Lunch and Planning Period Plans

Duty Free Lunch Periods: Every teacher will have a 25-minute duty free lunch period daily

Duty Free Planning Periods: Every teacher will have a 75-minute duty free planning period daily

Every teacher is provided a duty-free instructional planning time under G.S. 115C-301 averaging at least 5 hours a week.