

Accountability Plan Troy Middle School
Core Elements for Student Achievement

Leadership

An effective leader is a competent instructional leader and manager who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students.

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

TMS Administrative Team will complete two book studies by May 1, 2024 with regard to instructional leadership.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

At TMS, we need to focus on utilizing research based instructional strategies to help students gain a deeper understanding of the content. We need to ensure teachers' awareness of, and ability to apply, research-based strategies at appropriate times to maximize student learning.

Through our book studies we can work with our teachers to ensure good instruction is being implemented in all classes. We need to ensure that our instruction is aligned in regards to rigor and standards. By implementing instruction that is tied to research our teachers can actively and cognitively engage students.

Strategies:

- **TMS Administrative Team will complete Executive Coaching**
- **TMS will provide high quality professional development for staff to improve professional learning and improve academic achievement.**

Collaborative Culture

Building and sustaining collaborative cultures that result in high levels of learning for all and increased student achievement.

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

100% of PLC teams will set a SMART goal, use formative assessment to monitor student progress, modify instruction based on formative results, and report / update progress on their SMART goal for all priority standards during the 2023-2024 school year.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

Collaborative teams need to establish norms that are stated as commitments. These norms need to be reviewed at the beginning and end of each meeting until internalized. Teams need to use interactive activities that make participants think about their current reality with students. They need to be responsible for the work of the PLC as engaged proactive participants. TMS staff needs to have a clear understanding of students' current reality so they can adjust the instructional practices in their classrooms based on the student's performance.

PLC teams will utilize a discussion protocol for conversations related to data. Data on pre, mid, and post tests will be gathered and evaluated. Instructional practices will be adjusted based on students' performance on common assessments.

Strategies:

- Department Meetings will have time to share progress on Standards and current reality of each PLC.
- Instructional coaches will support PLC's implementation of instructional strategies based on student data.

Curriculum and Assessment

Curriculum and assessments are comprehensive and aligned with the core academic standards.

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

By the end of the 2023-2024 school year, each priority standard in Math and English will have 70% of students at mastery as measured by priority standard reports.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

Strategies:

- English and Math departments will work with coaches on instructional strategies
- Math teachers will complete a book study on Building Thinking Classrooms in Math
-

Effective Instruction

Effective teachers are caring, reflective practitioners and life-long learners who continuously acquire new knowledge and skills and are constantly seeking to improve their teaching practice to provide high academic achievement for all students.

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

By the end of the 2023-2024 school year, 70% of lessons will include the use of objectives. 70% of classroom lessons will show the use of one other instructional strategy.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

Student Video

LCR3 Profile of a Graduate

The graphic features the Lincoln County School District logo at the top left, which includes the text 'LINCOLN COUNTY SCHOOL DISTRICT' and 'HAWK POINT • MOSCOW MILLS • TROY'. To the right of the logo is a collage of circular images showing students in various settings, including a graduation ceremony. Below the logo, the title 'PROFILE OF A GRADUATE' is displayed, followed by the subtitle 'IN ORDER TO BE COLLEGE AND CAREER READY, A LCR3 GRADUATE WILL BE...'. Five key attributes are listed, each with a corresponding icon: a pencil for 'A STRONG COMMUNICATOR', two hands shaking for 'A COLLABORATIVE TEAM MEMBER', a key for 'A SOLUTION-ORIENTED PROBLEM SOLVER', a globe for 'ADAPTABLE TO AN EVER-CHANGING WORKPLACE', and a graduation cap for 'A RESPONSIBLE COMMUNITY MEMBER'. The website 'www.troy.k12.mo.us' is at the bottom.

LINCOLN COUNTY SCHOOL DISTRICT
HAWK POINT • MOSCOW MILLS • TROY

PROFILE OF A GRADUATE
IN ORDER TO BE COLLEGE AND CAREER READY, A LCR3 GRADUATE WILL BE...

- A STRONG COMMUNICATOR**
Graduates will advance their leadership skills through effective written and oral communication.
- A COLLABORATIVE TEAM MEMBER**
Graduates will be impactful team members with strong interpersonal and listening skills.
- A SOLUTION-ORIENTED PROBLEM SOLVER**
Graduates will organize and prioritize to successfully achieve desired outcomes and goals.
- ADAPTABLE TO AN EVER-CHANGING WORKPLACE**
Graduates will be critical, innovative, and strategic thinkers in their industry.
- A RESPONSIBLE COMMUNITY MEMBER**
Graduates will be accountable for themselves, their actions, and their outcomes.

www.troy.k12.mo.us

Strategies:

- Teachers will work with instructional coaches to identify strategies to support student engagement.
- Teachers will participate in Project Based Learning Professional Development to help students think, create, and explore content on a deeper level.