Jere Baxter Middle School
COMMUNITY ACHIEVES STRATEGIC PLAN, 2019-20

Jere Baxter Middle School has identified 4 priorities as part of the School Improvement Plan (SIP) for the 2019-20 school year:

1. 100% of our students will experience exponential growth on TNReady and MAP in reading and math.
2. Decreasing the number of out of school suspensions by 50% for the 2019-2020 school year.
3. Our Exceptional Education students will report a 30% growth gain.
4. Our EL students will report ACCESS scores that will reveal at least 20%-55% gain.

As a community school, Jere Baxter Middle School strives to improve conditions for learning through collaborative work with our partners to bring community support to the school, as organized around four pillars of support that we believe are important to preparing the whole child for success:

- Family Engagement
- College and Career Readiness
- Health and Wellness
- Social Services and Adult Development

The purpose of this strategic plan is to present (1) a brief snapshot of our school’s data and other information to demonstrate the need to coordinate resources within the pillars in support of the priorities, (2) information related to how the school currently (2018-19) coordinates resources within the pillars of support, and (3) information about how the school wants community partners to support the school in its efforts to achieve goals for students in 2019-20.

SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS

<table>
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<tr>
<th>19-20 Subgroups Tally</th>
<th>Ethnicity</th>
<th>Gender</th>
<th>ED</th>
<th>ELL</th>
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<td>Y 19.00 %</td>
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<tr>
<td>Black or African American (B)</td>
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<td>M 53.33 %</td>
<td>N 33.67 %</td>
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<tr>
<td>White (W)</td>
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<td>Y 26.00 %</td>
<td>Y 17.00 %</td>
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<td></td>
<td></td>
<td>N 74.00 %</td>
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<td># Languages</td>
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FAMILY ENGAGEMENT

(1) Data & anecdotal information that indicates a need for family engagement support
- Due to historical low performance, racial injustices, and gentrification family engagement has been a challenge for Jere Baxter. There is a deep lack of trust in the school and the school system. We need to work on changing this narrative and the only way to do that is to engage our family in a conversation about what kinds of supports they want and need from Jere Baxter. We do not have a large enough staff to engage our community on our own and we are in need of additional support to begin this process.

(2) What was in place in 2018-19 to support family engagement
- Jere Baxter hosted a Financial Peace workshop Series in partnership with First Apostolic Church, POUNDS workout class was provided also for our students.

(3) What school wants in place in 2019-20 to support family engagement

Our Needs:
Donations of meals or snacks or items for incentives
- Jere Baxter strives to be a place of hospitality. Donations of snacks, meals, and bottled beverages help us make parents and partners feel welcomed and comfortable in our building. Events hosted at Jere Baxter offer prizes and incentives to create excitement and thank parents for being present in the school. Items that parents enjoy are gift cards, donations of services, and tangible gifts.

Parent Workshops
Offer a regularly scheduled parent workshop to our Jere Baxter families. Workshops on Financial Literacy, Healthy Parenting classes, Social Media Concerns (i.e. apps to monitor, catfish, sex trafficking), Drug awareness classes. Team building activities between parents and teachers are needed.

Incentivize Parents
Strategically plan with the Community Achieves Team to create an incentive plan for family engagement at events, parent-teacher conferences, and through volunteerism.

Family Portal Promotion
Strategically plan with the Community Achieves Team to develop a promotion for the Infinite Campus Family Portal

Parent Advisory Committee
Establish and facilitate a rejuvenated Parent Advisory Committee

Restorative Practices
In the home and community in order to continue to support and enlighten our students in the areas of SEL and positive character traits, a hand-on Restorative Practices interactive training would be beneficial. This interactive training would create consistency in our language, methods, and expectations of our students, while empowering parents and the community. This approach combines Family Engagement and Social Services & Adult Development by focusing on the homes and greater communities of which our students come from.
COLLEGE & CAREER READINESS
(1) Data & anecdotal information that indicates a need for college & career readiness support
- In the 2018-2019 school year, we did not have a single grade/subject area in which we had <9% of students who are proficient/advanced on the TN ready test

(2) What was in place in 2018-19 to support college & career readiness
- Every Wednesday Students and Staff wore College gear to support College Day.
- We had In Full Motion after School Tutoring and ACT Prep Monday –Thursday.
- Brought Guest Speakers in to speak to different Grade Levels for Career Day.

(3) What school wants in place in 2019-20 to support college & career readiness
Our Needs:
Funding for summer programming
- Our vision is to provide enrichment programs and an arts camp during the summer months for our students. In order to complete, this vision we need financial support for transportation, snacks, and teacher stipends, as well as partners who are willing to bring programs and volunteers to Jere Baxter to support summer enrichment.

Volunteers to work with students in our reading clinic during the school day (9:55-3:55)
- This opportunity would match volunteers with a student who needs support with reading. The volunteer would work one-on-one with an individual student to build reading skills and strategies. We also need incentives for students who shows progress.

Career Day
- Volunteers needed to attend our annual career day. Volunteers will discuss careers and experiences as students rotated through career booths. Demonstrations, hands on activities, and promotional materials are welcome! Partners needed to create training classes on resume building, mock interviews, and interview etiquette.

Vocational Needs
- Vocational partners needed to offer vocational opportunities for our students.

College Days
- Partners are needed to offer college shirts, lanyards, buttons, pens, etc.. Funding for buses are needed to give students college tour opportunities.

HEALTH & WELLNESS
(1) Data & anecdotal information that indicates a need for health & wellness support
- I don’t really have anything for this

(2) What was in place in 2018-19 to support health & wellness
- Feed the children provided donations to stock the hygiene portable
- Period Project provided tampons and sanitary napkins to the young women.
- P.E. teacher held a Get Movin Challenge.
- Hosted Jump Rope for Heart for the children to participate.

(3) What school wants in place in 2019-20 to support health & wellness
Our Needs:
**Donations of hygiene products**
- We need help to stock up on feminine products, deodorant, body wash, toothpaste, toothbrush, lip balm, face rags, towels, lotion

**Donations of healthy snacks and bottled water**
- Many of Jere Baxter students participate in before and after school programs, with some students spending over 10 hours on the campus. It is vital that students have access to healthy snacks, meal and drinks during the extended school day. We also strive to provide all of our student’s snacks during the spring state testing window, so extra snacks needed in late April and early May.

- We would love to encourage an increase of water intake. Donation of water bottles for each of our students and staff.

- We want to create a space to allow families and staff to work out, especially families that may not have the means to afford monthly gym fees. Donations of equipment such as Treadmill, Elliptical Machine, Weight Bar, Dumb Bells, Exercise Mats, Fit Bits, which will be used for exercise and physical activity.

- Volunteers to come and instruct dance classes, Yoga, Aerobics, Pilates, Zumba, Step classes.
- Partners to conduct sports physicals, dental care, nutritionist, implement a hydration station.
- Partners to create and manage the Garden to hopeful be open to the community to come and use.

**Partners in leading programs that promote a healthy lifestyle**
 Volunteers needed to bring in programs and educational opportunities that promote healthy living for students and families. Opportunities could include cooking/healthy eating classes, peer relationship classes, mentoring/mediating experiences, exercise classes/clubs, donations of equipment for our workout room that was created for faculty and staff. Cultural competence and social issue seminars are desired for teachers.

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**SOCIAL SERVICES & ADULT DEVELOPMENT**

1. Data & anecdotal information that indicates a need for social services & adult development support
   - Our biggest challenging is helping our teachers understand the difference in their lives and the lived experiences of their students. This requires additional professional development
   - Additionally, this support will help with retention of teachers, which has historically been an issue for Jere Baxter.

2. What was in place in 2018-19 to support social services & adult development
   - Allowed parents and community to sign up for the Angel Tree
   - Bridge provided food bags for HERO kids and others in need
   - Partner provided meals for all athletes and other students that remained after school.
   - Collaborated with Unicycle, which provided uniforms needed to stock clothing closet.

3. What school wants in place in 2019-20 to support social services & adult development

**Our Needs:**

**Donations of high-need items**
Standard school attire clothes (any style polo shirt and navy, black or khaki pants) and school supplies are items that Jere Baxter provides to students as needed. Donations of underwear in a
variety of sizes, belts, socks, hygiene products to help some of our homeless and low poverty students. We offer families the opportunity to wash clothing to ensure that students have clean clothing to help assist with this need. Donations of laundry detergent, dryer sheets, etc… would be helpful.

**Donations of school supplies**
In an effort to give all students, the supplies that they need to be successful, we need donations of binders, dividers, composition books, notebook paper, pencils, pens, and coloring supplies, STEAM based curriculums. (Science, Technology, Engineering, Arts, Mathematics)

**Food Assistance**
Families often reach out to the school for assistance in with food access. While we work hard to connect families with agencies for long-term support and solutions, we still like to help all families that come into our building for help. Donations of gift cards to Kroger, Walmart, and Publix are helpful in times of crisis for our families. Fast food gift cards can also ease the burden of food insecurity.

**Holiday Help**
Partners are needed to help out during Holidays to provide food boxes and sponsor angel tree families.

**Community partners that provide educational opportunities for parents**
We are seeking partners who can come and teach short sessions about important information relating to the community, access to resources, information on local issues, and school navigation techniques. We are also seeking partners that can provide our families with GED classes, financial literacy and homebuyer’s classes, basic computer skills, Job readiness, and interviewing skills. ELL classes for our Non English Speaking families. Flash cards for Math and Literacy Nights.

**Child care services**
-A factor that can limit parent attendance at events and meetings is child care. Volunteers needed to supervise children in the school building while parents attend trainings, conferences, etc…