McMurray Middle School
COMMUNITY ACHIEVES STRATEGIC PLAN, 2019-20

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

- Expand Math beyond the district curriculum to strengthen the quality of instruction for all students and to increase access to highly effective teaching in order to increase the number of students on track and mastery on TN Ready by 6%. Increase the number of students proficient in Math from 13.9% proficient to 19.3% proficient.
- Expand ELA to strengthen the quality of instruction for EL students by increasing access to highly effective teaching in order to increase the number of students on track and mastery on TN Ready by 6%. Increase the number of students proficient in ELA from 9.5% proficient to 15.2% proficient.
- Create strong partnerships with our students, family members, guardians, and the community to collectively improve the following student outcomes: Chronic absenteeism: reduce by 3% to 10% and Daily attendance: increase by 2% to 97.76%.
- Create a seamless environment in which STEAM becomes an integral part of the Curriculum and Culture.

As a community school, McMurray 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 coordinates resources within the pillars of support, and (3) opportunities for community partners to support the school in its efforts and strategies to achieve goals for students in 2019-20.

SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS
McMurray Middle is a priority school that serves a very diverse population in MNPS Southwest quadrant. There are a little over 822 students enrolled at McMurray with the largest population being 63.2% Hispanic, followed by 15.85% African Americans, 10.93% White and 9.95% Asian.

There are over 18 different languages spoken at McMurray. Many of our students are English learners (44.96%) and 8.97% are students with disabilities. Based on the 2018-19 school year, 55.9% of our student are classified as economically disadvantaged.

Because this estimate relies on direct certification, we feel the actual percent is likely higher. Direct certification is the process under which Local Education Agencies (LEAs) certify children who are members of households receiving assistance under the assistance programs (e.g., SNAP, TANF) as eligible for free benefits, without further application, based on information provided by the state or local agencies administering those programs.
FAMILY ENGAGEMENT
The information below represents data used to monitor our assets and unmet needs, as well as our progress towards improving Family Engagement in our school. We are sharing this information with you to develop a shared understanding of our status and how we will monitor our progress.

- In 2018-19, McMurray hosted 26 events to support family engagement with 790 people in attendance with 612 of those family members attending being unduplicated. Meetings are held every 9 weeks for families to hear from administration. Grade level teacher and parent meetings occur every 9 weeks also.
- Events such as STEAM night, Literacy night and Academic Awards are well attended. The events are fun, students are actively involved and parents have an opportunity to speak with teachers. Many of our parents work and do not have transportation.

Our Needs/How We Want to Engage the Community to Help Meet Our Needs:
Adult Workshops
Volunteers are needed to teach classes that would enrich and empower our McMurray families. Workshops relevant to our community, access to resources, helping children with homework, money management, job readiness skills, adult English classes and social media safety. McMurray would also like a partner to provide parenting classes and sessions on healthy eating and exercise.

Donations of meals, bottled beverages, items for incentives to promote family engagement
Donations of meals and bottled beverages help us make parents and partners feel welcomed. We also need donations of items for incentives such as gift cards and tangible gifts.

Family Portal Promotion
As an incentive for parents to use the MNPS Family Portal to follow their child’s grades, attendance and behavior, incentives are needed such as cleaning supplies, toiletry baskets, etc. We will use the incentives to encourage them to log in to the portal once a week.

COLLEGE & CAREER READINESS
The information below represents data used to monitor our assets and unmet needs, as well as our progress towards improving College and Career Readiness in our school. We are sharing this information with you to develop a shared understanding of our status and how we will monitor our progress.

- Though improved, based on the spring administration of test used to monitor academic performance, 68% of McMurray students were in the bottom 2 quintiles of proficiency in Reading; 74.2% of students were in the bottom 2 quintiles of proficiency in Math.
- In 2018-19, the average daily student attendance was 95.76%, and our chronic absence rate (i.e., the percent of students absent at least 10% of enrolled days) was 8%.
- Before/after school tutoring was offered to students after Christmas break.
Our Needs/How We Want to Engage the Community to Help Meet Our Needs:

Tutoring
Provide one-on-one and group tutoring, particularly from college students during and after school with guidance from students’ teachers on areas of need and curriculum alignment. Most needed are tutors for math and reading.

Academic Enrichment Afterschool
Provide group academic enrichment activities after the school day, from 4:50pm or 6pm for 20-25 students.

Academic Mentoring
Provide Lunch Buddy mentors (11:00 am-1:25) Students benefit from one-on-one or small group time with community members. Adults of varied careers and experiences offer our students a chance to build trusting relationships and build self-confidence.

College and Career Exposure
Our vision is to provide educational and enriching experiences to our students outside of the classroom. In order to complete this vision, we need opportunities for job shadowing, career exploration activities, school and college visits (tours and classroom visits), career day presenters/speaker. Funding for Field Trips: financial support for transportation, snacks, and admission, as well as partners who are willing to bring programs and volunteers to McMurray Middle.

Incentives for Attendance
We have a goal to decrease chronic absenteeism by 5%. In an effort to do so, we are seeking partners to offer incentives for attending school consistently. This could look like providing pizza for a pizza party for the class that has the best attendance monthly or cover transportation and admission costs for field trips.

HEALTH & WELLNESS
The information below represents data used to monitor our assets and unmet needs, as well as our progress toward improving Health and Wellness in our school. We are sharing this information with you to develop a shared understanding of our status and how we will monitor our progress.

- Based on the 2018-19 school year data, we had 364 behavior incidents, 194 ISS incidents and 44 OSS incidents. In exploring the data further, there are groups of students who are more likely to be involved in certain discipline incidents – last year, 1/3 of our black males population had been suspended.
- In 2018-19, McMurray implemented “Love in a Big World” programing with 5th grade students to address social and emotional needs. We will extend LBW to 6th grade in 2019-20.
- According to the Fall 2018 Panorama Staff survey, only 48% of the teachers and staff responded favorably to the question “It isn’t difficult to overcome cultural barriers between teachers & students.”
- McMurray interventions also include weekly check-INS with counselors and Dean of students, Centerstone and STARS counselors. Our Behavior Specialist creates Student Success Plans to improve student behavior.
- McMurray’s EPSDT (Early Periodic Screening, Diagnostic, and Treatment) Tables indicate that over 70% of students screened were referred to a primary care practice and almost 50% of students screened failed the vision test.
Our Needs / How We Want to Engage the Community to Help Meet Our Needs:

**Mentoring and Character Ed programming**
A Community partner to provide afterschool-mentoring programs for our most at-risk students and a partner to provide character education during school hours and after school hours.

**Afterschool Physical Activity**
Provide afterschool exercise opportunities for a cohort of students 2-5 days per week.

**Health-Related Events Fair**
Help coordinate and participate in our Spring Health Fair for families and the community.

**Donations**

**Student Incentives**
Seeking partner to help stock the SOAR store. The SOAR store will be used to incentivize students for doing well academically and socially.

Donations are needed to help our students stay healthy: personal hygiene and dental health. McMurray is asking for speakers on the topics of health, dental health, and/or hygiene are needed to promote a healthy lifestyle at McMurray.

McMurray would like to partner with agencies to provide more **mental health services** to our students and looking for volunteers who have expertise in working with students who have experienced trauma or who can assist teachers to learn more strategies in dealing with students who have experienced trauma.

**Staff Appreciations**
Our teachers do so much more than teach! Please support our staff by donating snacks (sodas and chips) monthly or small gifts throughout the school year or by sponsoring a coffee and donuts morning encouragement.
SOCIAL SERVICES & ADULT DEVELOPMENT
The information below represents data used to monitor our assets and unmet needs, as well as our progress toward improving Social Services and Adult Development in our school. We are sharing this information with you to develop a shared understanding of our status and how we will monitor our progress.

- As mentioned in the schools demographics 55.9% of our students were classified as ‘economically disadvantaged’. The average percent of students who participated in meals at McMurray Middle was 38% for breakfast and 81% for lunch.
- McMurray served 22 students in the H.E.R.O. program for students and families experiencing homelessness.
- In 2018-19, McMurray Middle distributed 760 food boxes / bags, 173 clothing items, and 774 school supplies.

Our Needs / How We Want to Engage the Community to Help Meet Our Needs:
- Donations of healthy snacks and bottled water
  Many of Murray’s 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 and drinks during the extended school day. We also strive to provide all of our students snacks during the spring state testing window, so extra snacks are needed in late April and early May.

- Donations of high-need items
  Standard school attire clothes (solid color polo shirt and navy, black, gray or khaki pants) and school supplies are items that McMurray provides to students as needed.

- Food Assistance
  Families often reach out to the school for assistance 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.

- Adult Empowerment Classes
  Volunteers are needed to teach courses that would enrich and empower adults in the McMurray community. Cultural competence and social issue seminars are desired for teachers. Team building activities between parents and teachers are needed. Courses are needed in areas of technology, communication, and job skills for parents and older students.