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

- **ELA**: Increase student proficiency and achievement in ELA by 10% from 4.8% to 14.8%; thus improving the educational outcomes of students in all subgroups.
- **MATH**: Increase student proficiency and achievement in Math by 10% from 3.5% to 13.5%; thus improving the educational outcomes of students in all subgroups.
- **CULTURE**: To provide a learning environment that is safe for all stakeholders, while decreasing the number of out of suspension by 20% from 118 to 94.
- **ABSENTEEISM**: To ensure an environment that promotes daily student attendance free of student disengagement, eloping, skipping, and absenteeism.

As a community school, Haynes 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

- In 2018-2019, 229 or 96.2% of students at Haynes were classified as “Black.”
- In 2018-2019, 1 or .4% of students at Haynes were classified as “Hispanic.”
- In 2018-2019, 8 or 3.4% of students at Haynes were classified as “White.”
- In 2018-2019, 155 or 65% of students at Haynes were classified as “Economically Disadvantaged.”
- In 2018-2019, 50 or 20.6% of students at Haynes were classified as “Students with Disabilities.”

### FAMILY ENGAGEMENT

(1) Data & anecdotal information that indicates a need for family engagement support:

- The PTO was defunct during the 2018-2019 academic year and has been for several years.
- In 2018-2019, 5 events were held to support family engagement.
• Based on the Panorama Teacher Survey administered in Fall 2018, only 29% of teachers have perceptions of trusting relationship between educators and families.
• Teachers, staff, and school administration have collectively noted that parent/family engagement is one of the most significant areas in which Haynes can use ample support. It has been noted that transportation issues and parental work priorities, often, play a role in whether or not parents are able to participate in parent/family engagement activities and events hosted by the school. Due to internal cultural factors within the school, such as changes in School Administration, family engagement was not prioritized among faculty and families.

(2) What was in place in 2018-19 to support family engagement:
• The Literacy Teacher Development Specialist hosted a “Literacy Night” for students and their families.
• Haynes hosted a TN Ready Spaghetti Dinner/Parent/Student Basketball Game.
• Haynes hosted “Open House” as an opportunity for students and their families to become acquainted with the school culture.
• Haynes facilitated the “Attendance Matters Campaign.”
• Haynes facilitated call-outs to students and parents to convey the importance of attendance.
• Letters were disseminated to families to convey the importance of attendance. Individual student/parent meetings were held to discuss attendance. Additionally, students and parents were incentivized for good attendance.

(3) What school wants in place in 2019-20 to support family engagement:
• The school plans to host “Literacy Night for students and their families.
• The CA Site Manager will host sessions with parents to instruct them on how to check their student’s grades via Infinite Campus. Parent meetings and information sessions to discuss the importance of attendance, provide resources for parents w/transportation issues, and incentivize improved attendance will, also, be hosted.
• The school plans to host “Numeracy Night.”
• The school plans to host “STEAM Night.”
• The school wants to reactivate the Parent-Teacher Organization (PTO).
• The school wants to implement a system that supports regular, student and parent participation in programmatic decision-making.
• The school wants to offer monthly parent workshop opportunities to families, inclusive of content related to financial literacy, men’s and women’s health, nutrition, drug awareness, and navigating social media.
• The school wants to host special events for students and their families, including: parent-student dances, Fall or Spring festivals, creative competitions, etc.

OUR NEEDS/HOW WE WANT TO ENGAGE THE COMMUNITY:
• Donations of prize/giveaway items, such as gift cards, themed gift baskets, event tickets, etc. would help to engage families in daytime and/or afterschool events. Donations of meals (pizza, pasta, potato bar, etc.) and bottled water for afterschool events would encourage participation in activities and cause families to feel welcome when they attend.
• Volunteers and retail vendors are needed to participate in the Fall Festival, STEAM Night, Literacy Night, etc.
• Community partners that can provide vision/hearing screenings, FREE haircuts, etc. are needed for the Fall Festival.

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**COLLEGE & CAREER READINESS**

(1) Data & anecdotal information that indicates a need for college & career readiness support:

- Gear Up played a significant role in providing students with college and career readiness opportunities.
- In 2018-2019, 4 community partners provided career readiness interventions for students.

(2) What was in place in 2018-19 to support college & career readiness:

- Haynes hosted a TN Ready Spaghetti Dinner/Parent/Student Basketball Game.
- Haynes hosted “Medical Mondays” for students, which consists of health/medical professionals presenting on various careers within the medical field to students.
- Haynes hosted “Meharry NOW Day.”
- Afterschool programming, such as NAZA and In Full Motion were offered to students.
- Haynes (in collaboration with Vanderbilt University Medical Center and Meharry Medical College) implemented an onsite Medical Technical Lab for hands-on, extended student learning.
- Gear Up facilitated field trips to various colleges and universities for 7th and 8th grade students.
- The school counselor hosted “College Awareness Week.”
- The school counselor hosted two career fairs.
- Haynes facilitated the “Attendance Matters” Campaign.
- Early morning study hall was offered to students.

(3) What school wants in place in 2019-20 to support college & career readiness:

- The school plans to implement one-on-one or small group ELA tutoring during PLT block.
- The school plans to implement one-on-one or small group Math tutoring during PLT block.
- The school plans to host “College Awareness Week.”
- The school wants to invite colleges and universities to host interactive informational sessions for students.
- The school wants to provide students with opportunities to go on tours at various colleges and universities.
- The school wants to host career fairs in order to expose to students to various career fields.

**OUR NEEDS/HOW WE WANT TO ENGAGE THE COMMUNITY:**

- The school would benefit from a donation of one (1) laptop or iPad for the Medical Technical Lab to support hands-on learning for students.
- The school needs community partners to sponsor college tours for students.
• The school needs 6 daytime tutors (3-Math, 3-ELA) per grade level that could tutor students during the daily PLT block (8:00 a.m.-8:45 a.m.)
• Donations of 230 neck ties are needed to support the “Ties for Guys” program for male students.
• Donations of three (3) 55-inch flat-screen televisions are needed to disseminate important messages to students.
• Donations of three (3) Promethean Boards are needed to conduct interactive lessons for students.

HEALTH & WELLNESS

(1) Data & anecdotal information that indicates a need for health & wellness support:
• Strategies and supports around explosive student behaviors are needed. Minimal SEL practices are utilized in discipline and restorative measures. There has been a decrease in the number of behavior referrals and an increase in the suspension rate by 26%.
• 55 students participated in EPSDT in 2018-2019.
• Faculty and staff perceptions of safety and discipline were negative. Based on the Panorama Teacher Survey administered in Fall 2018, only 19% of teachers have perceptions of the orderliness of the school environment and quality of school disciplinary practices.

(2) What was in place in 2018-19 to support health & wellness:
• Wellness, hearing, and vision screenings were provided to students.
• Onsite sports physicals were offered to students.
• Haynes hosted a Parent/Student Basketball Game to promote family engagement and physical activity/health.
• Haynes hosted “Medical Mondays” for students.
• Haynes implemented an onsite Medical Technical Lab.
• Haynes hosted “Meharry NOW Day.”

(3) What school wants in place in 2019-20 to support health & wellness:
• The school wants to implement SEL practices as disciplinary measure(s).
• The school wants to provide SEL, classroom management, and efficacy resources for teachers to reduce discipline rates.
• The school wants to host personal hygiene and nutrition classes for students and their families.
• The school wants to disseminate personal hygiene products to students and their families.
• The school wants to offer opportunities to participate in health- and wellness-related challenges via collaboration with our community partners for programming, prizes, and equipment donations.
• The school wants to provide teachers and staff with appreciation offerings to increase/sustain morale and promote mental and emotional health/wellness.
• The school wants to host a “Health Night/Fair” for students and their families.
• The school wants to offer school-day and afterschool physical activity programming for students, parents, and community residents.
The school wants to offer on-site medical and dental services for students and their families.
The school wants to implement a mobile food market, food pantry, and or other initiatives that promote access to healthy and affordable food options.
The school wants to implement a community garden for student-, parent-, and community use.
The school wants to host a “Field Day” for students.

OUR NEEDS/HOW WE WANT TO ENGAGE THE COMMUNITY:

- **Farm to School**: Community partners are needed to help implement a Farm to School program at Haynes and assist in the procurement of local foods to be served in the school.
- **Staff Appreciation**: Community partners are needed to participate in staff appreciation efforts. Donations of gift cards, event tickets, gift baskets, a treat cart and FREE on-site services (i.e., massages, cosmetic services, etc.) are appreciated.
- The school needs community partner(s) to provide free CPR/First Aid Training to students and school staff.
- A donation of four (4) new or gently used arm chairs and one (1) new or gently used couch is needed for the Community Achieves Site Manager’s classroom.

SOCIAL SERVICES & ADULT DEVELOPMENT

(1) Data & anecdotal information that indicates a need for social services & adult development support:

- In 2018-2019, 155 or 65% of our students were classified as “economically disadvantaged.”

(2) What was in place in 2018-19 to support social services & adult development:

- A community partner distributed clothing to students and their families.
- Early morning study hall was offered for students to accommodate families with transportation issues.

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

- The school plans to implement a new laundry program that supports student and parent use
- The school wants to provide team-building activities for parents and teachers.
- We are seeking community partners that are able to distribute food and clothing to our students.
- We want to provide parents with empowerment opportunities, such as courses related to technology, communication, resume-building, interview skills and etiquette, and financial literacy education.
- We would like to assist students and families with access to short-term and long-term food assistance via a food pantry, a mobile produce market, and donations of Kroger and Walmart gift cards provided by community partners.
• The school would like to provide students and their families with on-site healthcare services, such as vision & hearing screenings, physicals, etc.
• The school wants to provide resources to parents that will address barriers to attendance.
• The school wants to implement a clothing closet for students.

OUR NEEDS/HOW WE WANT TO ENGAGE THE COMMUNITY:

• Community partners are needed to donate uniform and non-uniform clothing for students and parents.
• Donations of Community Supported Agriculture (CSA) boxes to provide to students and families are needed.
• Community partners are needed to donate items for a food pantry at Haynes. The addition of Haynes as a site for a mobile food pantry or co-op would, also, be considered.
• The school needs donations of laundry products, such as detergent, dryer sheets, fabric softener to support students and families that use the school’s washer and dryer.
• The school needs donations of one (1) full-size refrigerator, one (1) oven, and one (1) stove for the Teen Living Room so that the space can be used to provide workshops on healthy and affordable eating for students and parents.
• Community partners are needed to provide workshops on financial literacy, resume-building, positive parenting, nutrition education, etc.
• Community partners are needed to donate items for a community garden, such as two (2) raised garden boxes, vegetable/flower seeds/seedlings, soil, gardening tools, etc.