### Mission

At Southern Middle School, our mission is to instill the belief in our students that they can achieve their full academic potential through innovative student-centered learning in a safe and nurturing environment.

### Vision

Southern Middle School is a community school of academic excellence where all students are empowered to be informed, confident, and independent 21st century learners.

### Priority Needs

#### Priority Need 1: Reading and Math

**By June 2020, Southern Middle School will meet "Exceeded Growth" standards in Reading and Math as measured by the NC End of Grade tests and EVAAS.**

- Improvement Strategy 1: Implement Professional Learning structures to continuously be focused on learning, results and collaborative culture.
- Improvement Strategy 2: Improve small group instruction to meet the needs of individual students through differentiated lessons.
- Improvement Strategy 3: Provide students with intervention and enrichment time so that learning gaps will be decreased and academic growth will increase.
- Improvement Strategy 4: Improve the common vocabulary within vertical teams and core instruction.

#### Priority Need 2: Student Culture

**By June 2020, Southern Middle School will decrease the loss of instructional time due to ISS and OSS by 25% as measured by Educator Handbook data.**

- Improvement Strategy 1: Strengthen the school Positive Behavior Intervention and Support framework.
- Improvement Strategy 2: Strengthen the implementation of the Capturing Kids' Hearts framework.
- Improvement Strategy 3: Explore restorative discipline strategies.

#### Priority Need 3: Staff Culture

**By March 2020, Staff Culture will improve in the areas of Teacher Leadership, Time and Managing Student Conduct by 25% as measured by the Teacher Working Conditions Survey. This will positively affect our teacher turnover rate.**

- Improvement Strategy 1: Reduce classroom disruptions so that teachers can focus on effective and consistent instruction.
- Improvement Strategy 2: Communicate decisions made regarding discipline in a timely manner.
- Improvement Strategy 3: Share leadership opportunities so that staff feel represented in the decision making processes throughout the school.

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Principal Marcy Cooper  
Assistant Principal Stacie Jeffreys | Assistant Principal Jeremy Swofford | Assistant Principal Angelina Cobb

Date voted in:  
School Improvement Meeting Dates: 9/9/19, 10/14/19, 11/4/19, 12/9/19, 1/6/20, 2/10/20, 3/9/20, 4/13/20, 5/11/20, 6/8/20