

William Henry Middle School

Capital School District | Dover, Delaware

School Success Plan for 2022-2023





Contact Information

School:	William Henry Middle School	Principal:	Charles Sheppard
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School Success Plan- Leadership/Lighthouse Team Membership

Name	Role	Name	Role
Charles Sheppard	Principal	Dr. Hillary Martino	5th ELA/SS / Events Action Team Co-lead
Linda Daye	Associate Principal	Darien 'Stretch' Robinson	Dean / Events Action Team Co-lead
Joe Fuller	Associate Principal / MTSS Action Lead	Jen Benson	Behavior Support / School Safety Team Lead
Eric Torbert	PE Teacher / Sunshine Action Lead	Tara Daddio	PE / School Wide Goal Achievement Action Cio-lead
Alex Griffith	5th ELA/SS /Student Family Action Lead	Sarina Ridgway	5th Math/Science / School Wide Goal Achievement Action Co-lead
Raquel Perez	5th Immersion / Leadership Environment Action Lead	Dan Marino	Math Coach /Empowering Instruction Action Co-lead



Ashley Debraux	6th Science / Shared Leadership Action Lead	Dr. Meredith Wendel	Instructional Coach / Empowering Instruction Action Co-lead
Vanessa Johnson	6th ELA / New Teacher Support Action Co-lead	Tyla Moffet	5th ELA/SS / Student Led Achievement Lead
Kim Clendaniel	6th ELA/ New Teacher Support Action Co-lead	Austin Farrell	Innovation Lab / PBIS

School Success Plan Team Meetings

AGENDA: <https://docs.google.com/document/d/1iBfiPdZIHgzKgAYeVTv-oiXGJWIKLLapg8cxUwbwTmM/edit>

Date	Description of Meeting
8/10/22	Initial Meeting/ SSP Updates



Other Active Building Committees			
Action Team Name: Sunshine	Action Team Name: Student/Family Learning	Action Team Name: Leadership Environment	Action Team Name: Shared Leadership
<p>Description: Staff relationships are reinforced through emotional bank accounts.</p> <p>Provide opportunities for ongoing staff learning based on the 7 habits. Provide new staff with mentoring around the 7 Habits.</p>	<p>Description: Create lessons to help teach and model for students the 7 habits</p> <p>Create family communication to share information about the 7 Habits and LIM</p> <p>7 Habits Taught to all Stakeholders**</p>	<p>Description: Create a standard for the classroom and building environment in the building. (IE: Displays)</p> <p>Create shared language around leadership and the 7 habits</p> <p>Implement a system where student and family relationships are reinforced through emotional bank accounts (DOJO)</p> <p>Common Language and Environment</p>	<p>Description: Engaging students in Leadership Opportunities around the building.</p>
<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>



Lead - Eric Torbert Taryn Torbert Beth Knight Sarah Mentzer Tanisha Seeney Megan Stoffa Erin Cooper Kat Covington Cheryl Charles Ebonie Taylor Gabe Rivera Javon Hickmon Stacey Goodson (meisinger) Rabia Shahzad Jen Benson Tony DeVary K. Slater	Lead- Alex Griffith Tatiana Sida-Amor Deb Thompson Matthew Graham	Lead -Raquel Perez Tatiana Sida-Amor Deb Thompson Austin Farrell Nancy Bashista	Lead - Ashley Debraux Donovan Higbee Yashica Giddens Tara Daddio
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Other Active Building Committees

Action Team Name: Events	Action Team Name: Safety Team	Action Team Name: MTSS	Action Team Name: School Wide Goal Achievement
<p>Description: Ensure that school traditions and annual events reflect student voice, have broad participation, and provide the opportunity for students to practice and develop leadership skills.</p>	<p>Description: Review and communicate crisis plan and coordinate drills</p> <p>Meet to discuss items related to safety and/or SSG.</p> <p>Students and staff feel safe.</p>	<p>Description: Use of 3 Tiered approach to meeting our students Academic and Social/Emotional/Behavioral Needs</p>	<p>Description: Review Academic and Disciplinary Data to report out to staff and other Action Teams</p> <p>Increase Proficiency</p> <p>Decrease Behavioral Incidents</p> <p>Student Attendance Rates Increase</p>
<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>
<p>Lead(s) -Hillary Martino; Darien Robinson Charity Williams Samantha Welsh Lisa Martino Tara Lohman Brittany Wilson Ashley Ayers Tyrah Irving CJ Henry</p>	<p>Lead(s) Jen Benson Charles Sheppard Brian Gedney Brian Settle Jeff Davis Charisse Stanley Lisa Martino Darien Robinson Linda Daye Jen Carey</p>	<p>Lead - Joe Fuller Jen Benson Ashley Ayers Christine Wieczorek Erik Warner</p>	<p>Lead(s) -Tara Daddio Debbie Lettieri Tammy Brice Antonio Ruz</p>



Mike Denman Tyrek Joyner Ebonie Taylor			
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Other Active Building Committees			
Action Team Name: Empowering Instruction	Action Team Name: Student Led Achievement	Action Team Name: New Teacher Support	Action Team Name: IDEALS Reimagine Action Team
<p>Description: Teachers intentionally build trusting teacher-student relationships through consistent use of the <i>behaviors of high trust</i>. Empowering student-led learning experiences.</p> <p>Use of High Yield Strategies</p> <p>Planning for Professional Learning.</p> <p>New Teacher Support</p>	<p>Description: Provide guidance and templates for student goal setting, virtual leadership notebooks, student led conferences</p> <p>Students lead assemblies to recognize Honor Roll, Perfect Attendance, and other accomplishments.</p>	<p>Description: Support our New Teachers</p> <p>Provide new staff with mentoring around the 7 Habits.</p>	<p>Description: Integrating best practices for inclusion of students with disabilities into the Tier 1 instruction provided through the new curriculums: Illustrative Mathematics, Reading Wonders (K-5), and Study Sync (6 – 12) will improve outcomes for ALL students.</p> <p>1. Increase inclusive instructional practices and family engagement. 2. Decrease overidentification of Senators with disabilities.</p>
Members	Members	Members	Members



<p>Lead(s) - Dan Marino and Meredith Wendel Nancy Bashista</p>	<p>Lead- Tyla Moffet</p>	<p>Lead - Vanessa Johnson and Kim Clendaniel Linda Daye Natascha Ward Vergie Benton Lee Trice Maggie Benevento Gloria Leib Taresha Scott Derek Mulholland Marimba Ivery Yashica Giddens Deb Thompson</p>	<p>Lead - IDEALS Lead Charles Sheppard Joe Fuller Erik Warner Tyrah Irving Charity Williams Austin Fuller Gloria Leib Taresha Scott Dr. Meredith Wendell 2 District Reps</p>
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Vision Statement

Spurring the Audacity of Hope to advance Excellence through Innovation

Mission Statement

Capital School District, in partnership with students, families, and the community, is committed to leadership and educational excellence. We will educate all students in state-of-the-art facilities to achieve their potential by providing a safe, nurturing environment where standards are high and learning is the



priority.

Core Values

Excellence through Equity- striving to differentiate how we support the needs of our students.

Unity through Love- striving to advance strategic partnerships that address the holistic needs of students.

Leadership through Inclusiveness- striving to create more transparency while strengthening our communication efforts.

Strategic Plan Intent #1 - Linear and Streamlined District Linked Priorities - Communication

Key Outcomes: ***Analysis of Community and Stakeholder Engagement; Analysis of Professional Learning, Analysis of Access to Equitable Educators***

- (1) Communication will increase to all stakeholders - students, parents, staff, and community members
- (2) Students will report greater connectedness to the school community
- (3) Student grades will improve
- (4) Student attendance will improve
- (5) Student standardized test scores will improve
- (6) Student behavior incidents decrease
- (7) 10-15 year Facility Plan is accepted by community of stakeholders
- (8) Teachers report feeling supported
- (9) Highly qualified teacher retention will increase across the district
- (10) Opportunities for and participation in extracurricular activities increase



**Strategic Plan Intent #2 - Meeting the Needs of the Whole Child
Linked Priorities - Care, Capacity, Continuous Improvement**

Key Outcomes: ***Analysis of Safe and Healthy Environment (Attendance, Behavior); Analysis of Rigorous Standards, Instruction & Assessment (MTSS)***

- (1) Proficiency rates increase (Acadience, STAR, SBAC, DeSSA, SAT, PSAT, etc.)
- (2) Increase accessibility to social and emotional resources
- (3) High School graduation rate increases
- (4) Student dropout rate decreases
- (5) Student attendance rates increase
- (6) Staff with dual certifications increases in Special Education, Gifted/Talented, ELL
- (7) Staff with national certifications will increase
- (8) Behavioral incidents decrease
- (9) Students receiving multiple behavior referrals decreases
- (10) Increased student engagement
- (11) Enrollment across the district increases
- (12) Increased positive perception of schools by all stakeholders
- (13) Individual Education Plans (IEPs) will be implemented with fidelity



**Strategic Plan Intent #3 - Senator Pride
Linked Priorities - Community**

Key Outcomes: ***Analysis of School Climate Areas***

- (1) Teacher job satisfaction improves
- (2) Students report feeling safe
- (3) Teacher retention improves
- (4) Parental involvement increases
- (5) An increase in educator applicants through “Join Delaware Schools”
- (6) Student enrollment will increase
- (7) Student involvement increases – curricular and extra-curricular
- (8) Partnerships with community organizations increases

District Balanced Scorecard

Link to Balanced Scorecard

The Balanced Scorecard is the framework that communicates the targets from each Strategic Intent (SI) to all stakeholders. Each Key Performance Indicator on the Balanced Scorecard is aligned to a Key Outcome that was determined by the three SI teams. The Balanced Scorecard measures the targets over the next five years and includes annual milestones. In addition to annual milestones, work groups may identify interim data sources to more closely monitor their progress. The Scorecard will serve as an important tool for aligning our initiatives, gaining systematic feedback, and monitoring progress.



School Profile

WHMS offers many programs to meet the needs of the diverse population it serves. In addition to the rigorous academic programs there are specialized programs for gifted learners, English Language Learners, & students requiring special education. Technology is an integral part of instruction, with WHMS now having a 1:1 technology. Our Elective Related Arts Program now offers a variety of choices beyond the required Physical Education and Health requirements. Choices include but aren't limited to STEM Projects, Chorus, Theatre, Family and Consumer Sciences, and Art.

WHMS is in our fourth year of being a Leader in Me school. The *Leader in Me* is Franklin Covey's whole school transformation process based on the idea that every child can be a leader. We look forward to empowering your child with leadership responsibilities.

Delaware School

[Link to School Report Card](#)

The Delaware School Success Framework (DSSF) is the statewide system of accountability for publicly reporting progress in multiple areas at both the district and school levels. Federal law requires a single statewide system of accountability that replaces the previous Adequate Yearly Progress (AYP) system under No Child Left Behind (NCLB). This is the second year that the DSSF has been released. The reports focus on five areas: Achievement, Growth, On-Track to Graduate, College and Career Preparation, and Contextual Measures.



William Henry Middle School Needs Assessment

Link to Needs Assessment

The Needs Assessment is a systematic process for determining and addressing needs or “gaps” between current conditions and desired conditions or “wants”. The school Needs Assessment allows teams to collect and analyze school level data in an ongoing process throughout the year in order to develop goals, monitor progress towards goals, and reflect on outcomes to determine next steps.

Identified Goal #1

Goal Description	Leverage PBiS and Leader In Me to Improve Overall Building Climate by reducing discipline incidents, increasing student attendance, increasing staff morale.		
Strategic Intent Alignment	Linear and Streamlined/ Meeting the Needs of the Whole Child	Key Outcomes Alignment	Student attendance will improve, Student behavior incidents decrease, Students receiving multiple behavior referrals decreases, increased positive perception by stakeholders, Students report feeling safe, Increased positive perception by stakeholders.
What identified need(s) are you looking to address?	Reducing discipline incidents, increasing student attendance, increasing staff morale.		
What data have you analyzed to determine the need?	<i>Climate Data</i>		



Target	Referrals : 5% Reduction (from 2022) Suspensions : 5% Reduction (from 2022) Attendance: 95% Climate Survey Increase from Spring 2022
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Action Plan	Timeline	Point Person(s)	Funding	Status
Classroom Teachers will utilize the Class DOJO System to recognize Positive Behavior as part of PBIS Framework. <ul style="list-style-type: none"> ● Set points needed for Dojo activities ● Set point limits/minimums per day ● Consistent categories for points (RAP) ● RAP Matrix in each classroom 	September - June	Leadership Environment Action Team	Building- PBIS Internal - PBIS	
Students will be able to use points at the classroom level and/or at the building level to attend PBIS Events	September - June	Events Action Team	Building- PBIS Internal - PBIS	
Create a shared language and environment around the 7 Habits through direct and embedded instruction. <ul style="list-style-type: none"> ● Shared language ● Environment reflects 7 Habits ● LIM/PBIS Matrix ● RAP one pager ● RAP Matrix in each classroom 	Direct : September Embedded : Sep-June	Leadership Environment Action Team	Building - LIM Internal - LIM	



<p>Staff Relationships reinforced through deposits in emotional bank accounts. Examples include but aren't limited to:</p> <ul style="list-style-type: none"> ● Staff Recognition/Sympathy ● General feel good things ● Holiday Party ● FanCloth Fundraiser ● Sunshine cards/post cards ● Collection of items for new staff (Berkey) ● Teacher/student of the Month 	August - June	Sunshine Action Team	Internal	
<p>MTSS Action Team meets weekly to discuss students academic, social/emotional, and behavioral needs through a tiered lens of support.</p> <ul style="list-style-type: none"> ● Maintain Tiered Tracking Device that includes intervention 	August - June	MTTS Action Team	NA	
<p>Engage students in Leadership Opportunities around the building. IE Student Lighthouse Team, Student Jobs, Leadership Day</p>	September - June	Shared Leadership Action Team	Building	
<p>New Teacher Support by reviewing Meeting Agendas Staff Handbook. Checklist of things new teachers should have</p> <ul style="list-style-type: none"> ● List of Apps on classlink ● bathroom/building tours ● Updated map of building with names/fire exits ● Copier use ● Recess procedures 	August - June	New Teacher Action Team	Building	



<ul style="list-style-type: none"> • Substitute policy • Bathroom codes • Phone system/ staff list • Nurse bag/procedures • In bldg mentor Gift bag/welcome				
Review Disciplinary and Attendance Data and report out quarterly	September-June	SW Goal Achievement Team	Building	

Identified Goal #2			
Goal Description	Collaboratively increase student achievement in all content areas via high functioning PLC's, subsequent rigorous instruction, and ultimately high student engagement.		
Strategic Intent Alignment	Linear and Streamlined/Meeting the Needs of the Whole Child	Key Outcomes Alignment	Student Grades will Improve, Proficiency Rates Increase, Increased Student Engagement, Increase Positive Perception by all stakeholders
What identified need are you looking to address?	Increasing overall student achievement.		
What data have you analyzed to determine the need?	STAR/SBAC/Next Gen		



Target	SBAC ELA and Math : 5% Increase Next Gen Science : 5% Increase STAR : 40 SGP
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Action Steps	Timeline	Point Person(s)	Funding	Status
Review Academic Data and report out to building and action teams quarterly. Adjust SSP accordingly	August - June	School Wide Goal Achievement Action Team	Building	
Create and monitor school data scoreboard.	September - June	School Wide Goal Achievement Action Team	Building	
Provide guidance and templates for student goal setting, virtual leadership notebooks, student led conferences	August - June	Student Led Achievement Action Team	Building	
Students lead assemblies to recognize Honor Roll, Perfect Attendance, and other accomplishments.	September - June	Student Led Achievement Action Team	Building	
Teachers intentionally build trusting teacher-student relationships through consistent use of the <i>behaviors of high trust</i> . Empowering student-led learning experiences.	September - June	Empowering Instruction Action Team	Building	



Communicate and reinforce use of High Yield Strategies	August - June	Empowering Instruction Action Team	NA	
Planning for Professional Learning through: <ul style="list-style-type: none"> • Cafe Style Professional Learning Taught by Staff • Expert Led PD Opportunities • Personal Growth Experiences (online, etc) 	August - June	Empowering Instruction Action Team	Building	
7 Habits taught to all stakeholders. Create lessons to help teach and model for students the 7 habits. <ul style="list-style-type: none"> • Share Lessons/Create Database • Calendar for Events • Staff Boosters • Leader in Me Digital Accessible for all staff. 	August- June	Student/Family Learning Team	Building	
Frequent DuFour based PLC Meetings to plan for, implement, and evaluate student understanding of district curriculums. <ul style="list-style-type: none"> • 5th -Meet once per week for each subject taught. (2). Opportunities for extension periods • 6th- Meet twice per week in core content with alternating extended periods 	August-June	Empowering Instruction Action Team	Building/District	

Identified Goal #3

Goal Description	Increase Family and Community Involvement through effective communication, outreach, and events.
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Strategic Intent Alignment	Senator Pride	Key Outcomes Alignment	Parental Involvement Increase, Student Involvement Increases, Partnerships with Community Increases, Increased Positive Perception of schools by all stakeholders, Communication will increase, Students will report greater connectedness to the School Community; Opportunities for and participation in extracurricular activities increase
What identified need are you looking to address?	Increase parental involvement.		
What data have you analyzed to determine the need?	Social Media Posts Communication Frequency Event Frequency		
Target	Social Media Posts : 180 (1 per day) Parent Communications: 42 (1 per week) Community Events : 4 (1 per quarter)		

Action Steps	Timeline	Point Person(s)	Funding	Status
Create family/community communication to share information about the 7 Habits <ul style="list-style-type: none"> Add monthly habit info to Sunday Update 	August-June	Student/Family Learning Action Team	Building Internal	



Plan family/community engagement events. <ul style="list-style-type: none"> ● Back to School Event ● Leadership Day ● Career Day ● Community Events <ul style="list-style-type: none"> ○ MFM ○ Thanksgiving Dinner ○ Spring Carnival ○ Muffins for Mom ○ Donuts for Dad 	August- June	Events Action Team	Building - Family Engagement	
Weekly Communication to Families (Email/All Call)	August-June	Principal	District Subscription	
Social Media Posts	August-June	Social Media EPER	NA	