**[Maplewood Richmond Heights School District](http://www.mrhsd.org/about-us/welcome-to-mrh)—**[**MRH Middle School**](http://www.mrhsd.org/middle-school/about-us)[**Principal position**](http://www.mrhsd.org/userfiles/files/MSPrinc3_8_13(1).pdf)

*The* mission *of the Maplewood Richmond Heights School District is to inspire and prepare students as* **leaders***,* **scholars***,* **stewards***, and* **citizens** *for a diverse and changing world.*

“At MRH, we VALUE **highly qualified teachers**, **personalized service**, **academic rigor**, t**echnology for 21st century learning, diversity, and outstanding facilities**. Having these has been critical to our progress, but at the HEART of our improvement is the strong ties MRH has with the **community**. Our partnership with both cities, its residents, and local businesses is a model for others.” Supt. Karen Hall

Key Information: View MRH School District’s 2011 [Report Card to the Community](http://www.youtube.com/watch?v=k5nqcYXXCHI&feature=youtu.be) video. View MRH [programs](http://www.mrhsd.org/programs/overview), for which they have received many national awards and recognition.

2011-2015 Comprehensive School Improvement Plan goals summary (Erin’s notes *italicized*):

**Small Class Sizes**

In order to offer personalized instruction, MRH will provide class sizes of 22 or fewer students.

**Teacher Home Visit Program**

Over the next five years, the Teacher Home Visit Program will reach an annual target of 75% for MRH Middle School. Focus should also include all new families to the district. *Over the course of a year, my personal goal will be one-on-one contact with every family. I’d like all our families to have personal contact with at least one MRH Middle School teacher as well.*

**Foreign Language**

The district will expand foreign language exposure and/or instruction. Success will be measured by reaching a targeted enrollment in programs of 20% at the Middle School. *This is a good starting point, but I believe the mission of the district demands an avenue for students to graduate academically biliterate.*

**High School Rigor**

The district will increase the rigor of the high school academic program. Success will be measured by the MRH ACT composite scores increasing to the state average or above, the AP test scores increasing to 3 or higher for at least 25% of students, and the percentage of students receiving college prep certificates increasing to 25% or higher. *Middle School rigor must increase to prepare students for this work in high school. The Middle School has started to look at Learning Targets this year. There is a racial and economic equity/opportunity gap evident in the MAP scores that needs to be closed. I wonder how the current equity work and Social Justice Initiative supports this work?*

**Educational Alternatives**

The District will develop or partner with programs to provide services to 100% of secondary students requiring alternative educational programming. The success of the program will be measured by increased graduation rate, increased college credit earned during high school years, improved disciplinary data, and improved attendance rate of these students.

**Teacher Retention**

The District will offer a competitive salary and benefits package, desirable working conditions, and a professional climate to attract and retain the highest quality teaching staff to lower the annual turnover to 10% or less for resignations other than retirement. *A focused and well-supported professional development plan and positive collaborative structures is key. Team building around honest, discourse II discussions and collaborative decision-making will also be significant contributors to a sustainable, authentic, positive work environment.*

MRH Middle School Data/Demographics:

* Grades 7 and 8, 146 students
* 32.9% Black, 61% White, 6.1% Other
* 53.1% Eligible for Free or Reduced Lunch
* 12:1 Student/Teacher ratio
* 1:1 Student/Laptop ratio
* 8.8 years ave. teacher experience, 65.1% w/advanced degrees

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Content Area** | **Subgroup** | **Grade** | **Year** | **Below Basic** | **Basic** | **Proficient** | **Advanced** |
| Comm. Arts | All | 07 | 2011 | 7.1 | 28.6 | 31.4 | 32.9 |
| Comm. Arts | All | 07 | 2012 | 2.8 | 37.5 | 30.6 | 29.2 |
| Comm. Arts | All | 08 | 2011 | 3.8 | 35 | 37.5 | 23.8 |
| Comm. Arts | All | 08 | 2012 | 5.3 | 42.7 | 26.7 | 25.3 |
| Comm. Arts | All | 07-08 | 2011 |  |  | 65.5 | |
| Comm. Arts | Asian/Pac Isl | 07-08 | 2011 |  |  | 100 | |
| Comm. Arts | Black | 07-08 | 2011 |  |  | 50 | |
| Comm. Arts | Hispanic | 07-08 | 2011 |  |  | 25 | |
| Comm. Arts | White | 07-08 | 2011 |  |  | 73.6 | |
| Comm. Arts | Multi-Racial | 07-08 | 2011 |  |  | 50 | |
| Comm. Arts | F/R Lunch | 07-08 | 2011 |  |  | 51.4 | |
| Comm. Arts | IEP Students | 07-08 | 2011 |  |  | 20 | |
| Math | All | 07 | 2011 | 10 | 38.6 | 34.3 | 17.1 |
| Math | All | 07 | 2012 | 8.3 | 23.6 | 36.1 | 31.9 |
| Math | All | 08 | 2011 | 13.8 | 31.3 | 20 | 35 |
| Math | All | 08 | 2012 | 21.3 | 32 | 16 | 30.7 |
| Math | All | 07-08 | 2011 |  |  | 55.4 | |
| Math | Asian/Pac Isl | 07-08 | 2011 |  |  | 100 | |
| Math | Black | 07-08 | 2011 |  |  | 39.1 | |
| Math | White | 07-08 | 2011 |  |  | 67.5 | |
| Math | Multi-Racial | 07-08 | 2011 |  |  | 33.3 | |
| Math | F/R Lunch | 07-08 | 2011 |  |  | 39.2 | |
| Math | IEP Students | 07-08 | 2011 |  |  | 10 | |
| Science | All | 08 | 2011 | 20 | 26.3 | 41.3 | 12.5 |
| Science | All | 08 | 2012 | 21.6 | 40.5 | 29.7 | 8.1 |