

2009



# LOMBARDI MIDDLE SCHOOL

1520 South Point Road • Green Bay • WI • 54313 • Phone: (920) 492-2625

Web: [www.greenbay.k12.wi.us/lombardi](http://www.greenbay.k12.wi.us/lombardi)

Principal: Nancy Croy

District: Green Bay Area Public School District • School Year: Traditional • Grade Levels: 6-8

Setting: Urban • Enrollment: 885

Support Personnel Accountability  
Report Card for Wisconsin  
A continuous improvement document  
sponsored by the  
Wisconsin School Counselor Association

## PRINCIPAL'S COMMENTS

As principal at Lombardi Middle School I am proud to present our first Student Personnel Accountability Report Card (SPARC-W). The Lombardi Student Support Personnel Team (SSPT) plays a vital role in ensuring academic success as we strive to provide all students with a rigorous, yet supportive school experience. Our team is comprised of dedicated and highly qualified staff members who are committed to meeting the needs of students. I strongly support our SSPT's dedication to providing a comprehensive guidance program that is aligned with the National Standards and the Wisconsin Standards for School Counseling. Our team plays a vital role in maintaining school safety and a positive climate as demonstrated by leadership in "The Lombardi Way." The SSPT partners with parents, other staff members, and the community to continue building assets that students need to succeed in middle school and beyond, embracing and demonstrating our school motto: "We're Invincible."

## STUDENT SUPPORT PERSONNEL TEAM

The Student Support Personnel Team (SSPT) works to provide a safe, nurturing, and challenging learning environment that promotes academic success. The team is composed of highly qualified staff members who work together for the benefit of all students. Staff members have been trained in Levels 1 and 2 of the Wisconsin School Comprehensive School Counseling Model and implement Individual Planning Conferences with all 8th grade students and their parents/guardians. Our standards-based practices are designed to positively impact the academic, personal/social, and career domains of all students. School counselors design, coordinate, implement and evaluate an equitable student support system that serves all students through building consultation, small groups, individual counseling, and classroom presentations. SSPT members consult as a group and develop plans to help all of our students become successful learners.

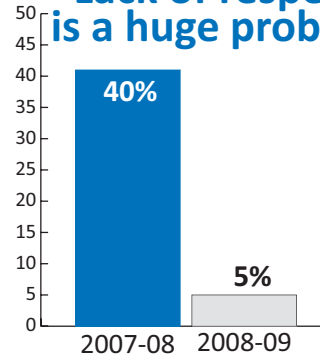
Our school counselors are members of the Wisconsin School Counselor Association (WSCA). Additional SSPT memberships include Association of Wisconsin School Administrators (AWSA), Wisconsin School Psychologist Association (WSPA) and the Association of School Curriculum Development (ASCD). The SSPT takes part in ongoing professional development to remain current, and to use best practices when working with students.

Position	Name	Credentials	Years of Experience
Principal	Nancy Croy	MS-Administration	34
Associate Principal	Eric Gordee	MS-Administration & Curriculum Development	15
Associate Principal	Mike Janssen	MS-Administration	30
School Counselor	Carol Rollin	MS-Educational Psychology, Professional Development Certificate	35
School Counselor	Cheri Cauwenbergh	MS-Guidance & Counseling	30
School Counselor	Lynn Washington	MS-Ed. Psychology	22.5
School Psychologist	Kari Morrow	MS-Education/Licensed School Psychologist	16
School Social Worker	Michelle Smithson	MS-School Social Work	3
Clerical	Elizabeth Fencel	High School Diploma	29

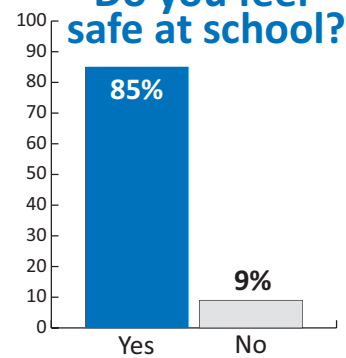
# SCHOOL CLIMATE & SAFETY

The Student Support Personnel Team (SSPT) believes that all children have the right to feel safe and secure in school, and that a secure learning environment is key to the personal and educational growth of all students. The team contributes to the overall school climate and safety in a variety of ways including active student supervision, facilitation of conflict mediation, as well as the development, implementation, evaluation and support of "The Lombardi Way" in which respect, responsibility and safety are the focus of our all-school goal. Character education and anti-bullying lessons are developed, planned and presented to all students by counselors and teachers. Staff and students have been surveyed regarding school climate and safety. Based on survey results, the first chart shows that during the 2007-08 school year, 40% of staff members believed that lack of respect from students was a huge problem. This number decreased to 5% for the 2008-09 school year, indicating that our school climate has improved. We believe that improved school climate is due in part to the implementation of "The Lombardi Way." The second chart demonstrates that 85% of our students feel safe at Lombardi Middle school. Our goal is to increase to 100% in the future.

## Lack of respect is a huge problem



## Do you feel safe at school?



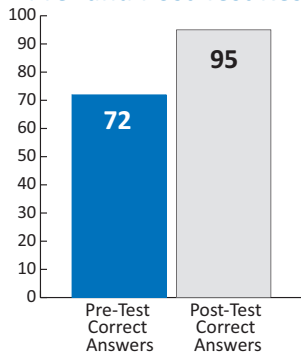
# STUDENT RESULTS

The Student Support Personnel Team (SSPT) follows National and State Standards to provide services for all students in the academic, career, and personal/social domains. The SSPT creates and implements programs to address the needs of students. These programs have been evaluated with process, perception, and results data.

## Academic Domain

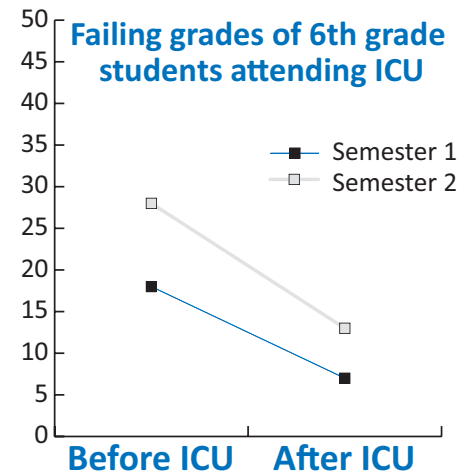
As a strategy to improve student learning, our SSPT developed a program called ICU (Intensive Care Unit), in which students who fail classes are assigned to work with the counselors during their lunch period. Students are assisted with organization as well as completing late and missing assignments. The following graph depicts the improvement seen in academic grades for 6th grade students who attended ICU in 2008-09. The graph shows a decrease in failing grades for these students.

## Anger Management Pre- and Post-Test Results



## Personal/Social Domain

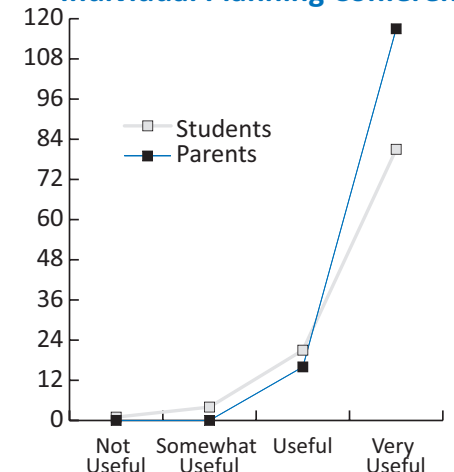
Student Support Personnel Team (SSPT) members teach an Anger Management class to students who have been identified as having school board policy violations. Counselors believe that students need to learn strategies to understand and cope with their feelings in order to manage their behavior. Students are required to attend the class where strategies are taught and practiced. The following chart shows the number of correct answers on the pre and post test given to 7th grade students during the 2008-09 school year. The data demonstrates that the students' knowledge increased as a result of attendance in the class.



## Career Domain

The Lombardi counselors have completed two years of Individual Planning Conferences with 8th grade students and parents. Topics discussed in the conferences include high school preparation, post-secondary aspirations, goal setting and review, as well as the students' on-line portfolio in Career Cruising. The goal of the conference is to help parents and students plan for the future. Parents and students rated the overall value of these conferences as useful to them.

## Usefulness of Individual Planning Conferences



# MAJOR ACHIEVEMENTS

The efforts of all Student Support Personnel Team (SSPT) members have contributed to many school-wide achievements. Collaboration and communication among the SSPT are critical to the success of the school. Some of the achievements include:

- The Lombardi Middle School counselors were the first in the district to pilot 8th grade Student Individual Planning Conferences in 2007-08. Counselors continued conferencing in 2008-09, meeting with 100% of students with 72% parent participation. The Lombardi Middle School plan for implementing conferences became a model for the other five middle schools in the district.
- The Lombardi Middle school counselors teach a summer class titled Middle School Matters to transition incoming 6th grade students to middle school. Lombardi Middle School achieved the largest enrollment in the district due to administrative contact with parents.
- Due to our increasing number of students on free and reduced lunch (up from 34% to 40.6%) as well as an increase in the number of transient students, the SSPT is working to implement new strategies to help at-risk youth remain in school.
- The Lombardi Middle School counselors are the only counselors in the district to implement a lunch study time for students (Intensive Care Unit or ICU). Data from this program has shown it to be an effective way to improve student learning.
- Counselor wrote and received a grant from the Greater Green Bay Community Foundation to purchase supplies and rewards for students attending ICU. This grant enabled SSPT members to offer incentives for students, helping them to remain focused on homework completion.
- The SSPT along with the Lombardi Way Committee has developed and implemented "The Lombardi Way" for all students. This program focuses on respect, responsibility and safety for all students and staff. Survey results demonstrate an increase in positive behavior related to respect and responsibility.
- Incentive Program offered for all students to improve scores on standardized tests has demonstrated that students will score higher when motivated to do so.

# MEASUREMENTS

The Student Support Personnel Team (SSPT) works collaboratively with teachers and administration to evaluate student progress in the academic, personal/social, and career domains. We evaluate data from a number of assessments to determine our role in student achievement as well as to identify areas needing improvement. This information is shared with parents so that we can work collaboratively with families to improve student learning. The specific assessments include:

## **Academic:**

- Wisconsin Knowledge and Concepts Examination (WKCE): Assesses proficiency levels and progress.
- Measures of Academic Progress (MAPS): Computer-based test in math and reading that assesses proficiency level and progress.
- Grade in Progress Reports: collaboration with parents, students, and teachers to promote student success.
- Special Education Assessments: Wisconsin Alternative Assessment (WAA), Wechsler Intelligence Scale for Children-IV (WISC-IV), Diagnostic Achievement Battery-3 (DAB-3), Woodcock-Johnson Tests of Achievement-III (WJIII). Results determine appropriate student placement in the least restrictive environment.

## **Career:**

- Career Cruising: Career interest profile to gain insight into possible career options.

## **Personal/Social:**

- Anti-Bullying Survey: Students are surveyed on perceptions of bullying behaviors and safety.
- School Climate Survey: Staff is surveyed on perceptions of school climate and safety.
- Pre and Post-Testing: SSPT has begun evaluating classroom guidance and small group interventions.
- Behavioral Assessment Scale for Children-2 (BASC 2): Behavioral Checklist for Special Education Testing
- Attendance Data: Data is used to implement strategies to improve student attendance and to monitor at-risk students.
- Referral Reports: Data is used to develop and implement interventions to support positive student behaviors.

# COMMUNITY RESOURCES/PARTNERSHIPS

The Student Support Personnel Team (SSPT) recognizes the importance of community partnerships and collaboration within the school. The SSPT works with a number of community partners, encouraging successful intervention and prevention throughout the school. Services are scheduled, implemented and managed by SSPT members. Among services provided are professional speakers to promote student growth and development, counseling services, and opportunities for further collaboration in each of the three comprehensive guidance curriculum areas.

## **Academic Domain:**

- Subway Straight A Honor Roll Program
- Youth Education Services (YES) : Sponsored through the Oneida Tribe to tutor Native American students
- Department of Public Instruction: 8th grade Covenant

## **Career Domain:**

- Wisconsin Foundation for Independent Colleges: College Readiness 21
- Learning For Life: Survey of Career Interest
- Wisconsin Department of Instruction Gear Up Program

## **Personal/Social Domain:**

- Green Bay Sexual Assault Center: Family Violence, Date Rape Presentations for all students
- Run-Away Project: Classroom Presentations and work with individual students
- YMCA Girls Night Out: Presentation to all 6th grade girls
- Crisis Center: Suicide Risk Evaluation
- Green Bay Day Treatment
- Family Services Day Treatment
- Green Bay Police Department: School Resource Officers and Gang Resistance and Awareness Training (GREAT)
- Golden House: Domestic Violence

# VOLUNTEER INVOLVEMENT

The Student Support Personnel Team (SSPT) recognizes that community service is an important aspect of students' academic, career and personal/social development, and that community volunteers can be a vital part of our team. This is an area that needs improvement for our department. The SSPT will attempt to work with the Green Bay Area Chamber of Commerce to actively recruit volunteers as guest speakers regarding careers and career development. Community service opportunities at Lombardi Middle School have included:

- A Pair and a Spare: Socks and underwear are collected for needy families.
- Relay for Charity: 7th grade students participate to raise funds for a worthy cause. This is a collaborative effort between the Lombardi Parent Communication Association (PCA), Student Services and Administration.
- Lombardi Middle School Book Fair: Counselor works with parents and students to promote and announce the fair.
- Backpacks and school supplies are distributed to needy students in collaboration with the district homeless program.
- Lombardi Middle School staff and students collect food for local food pantries

The SSPT encourages community members to volunteer at Lombardi Middle School. Prospective volunteers may contact Carol Rollin at (920) 492-2627 or by e-mail at [crollin@greenbay.k12.wi.us](mailto:crollin@greenbay.k12.wi.us).

# FOCUS ON IMPROVEMENT

The Lombardi Student Support Personnel Team (SSPT) is committed to continuous improvement, enabling us to provide high quality service to students and families. As the needs of our student population change, we need to regularly assess the impact of our services and develop ways to meet the changing needs. For example, the number of students on free and reduced lunch increased from 34% in 2008-09 to 40.6% this year. Along with the increase in poverty level, we have seen an increase in transiency, homelessness, and other needs that prevent students from finding success in school. These factors have contributed to an increase in the number of students identified as being at-risk of not graduating from high school. The Student Support Personnel Team (SSPT) has developed a goal to work with identified at-risk students to increase engagement and attendance, and to ensure academic success. Data from student attendance and grade reports will be monitored to review progress. The SSPT will support this goal by:

- Individual student meetings to reinforce goals and achievements
- Continuous mentoring of at-risk students
- Implement ICU (Intensive Care Unit) for students with two or more failing grades
- Establish communication with parents of at-risk students
- Show students concrete examples of their abilities and celebrate their successes

# KEEPING YOU INFORMED

The Student Support Personnel Team (SSPT) encourages open lines of communication with families and community members. Parents participate in student educational planning through parent/teacher conferences, 8th grade Individual Planning Conferences, Individual Education Plan meetings and grade-level parent meetings regarding scheduling. Translation for parents is provided through our District Office. District publications are available in Hmong, Spanish and English. Parents receive continuous updates about students in the following ways:

- Lombardi Middle School's website which features individual departments ([www.greenbay.12.wi.us/lombardi](http://www.greenbay.12.wi.us/lombardi))
- The Green Bay Area Public Schools website ([www.greenbay.k12.wi.us](http://www.greenbay.k12.wi.us))
- Announcements read daily to students and placed on the school website for parents
- Monthly Parent Newsletter
- Parent Connect: on-line parent access for student progress, lunch accounts, and assignment completion.
- Phone calls regarding students' academic progress
- Progress reports and report cards sent home every six weeks
- Measures of Academic Progress (MAPS) test and Wisconsin Knowledge and Concepts Exam (WKCE) test results sent home to parents

The Student Support Personnel Team's 2009 SPARC-W will be presented to staff, administration, the school board, parents, and partnering community agencies through printed copies and the Lombardi Middle School website. Translation of this document is available in Spanish or Hmong upon request.

Please contact Lombardi Middle School if you have any questions.  
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