

Pick Six Staff-to-Student Mentoring

Lange Middle School



Session Outcomes:

- Learn how Lange Middle uses a staff-to-student mentoring program to increase student engagement
- Discover how Lange Middle created staff buy-in for the program

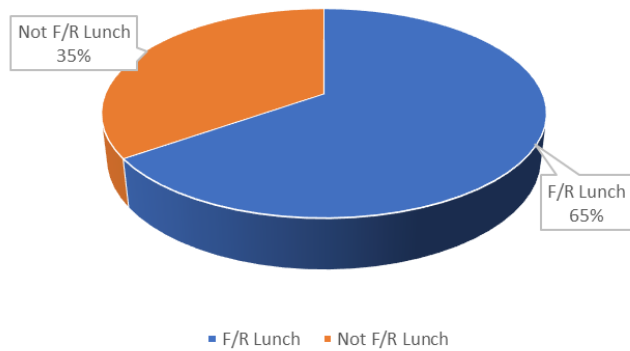
Lange Middle School

- Dr. Dominique Falls – Principal
- Dr. Rhonda Jackson – Assistant Principal
- Dr. Joe Lauchstaedt – Assistant Principal

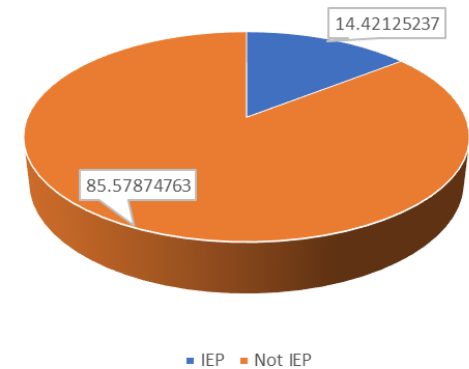


LMS – Student Demographics

Free/Reduced Lunch (%)

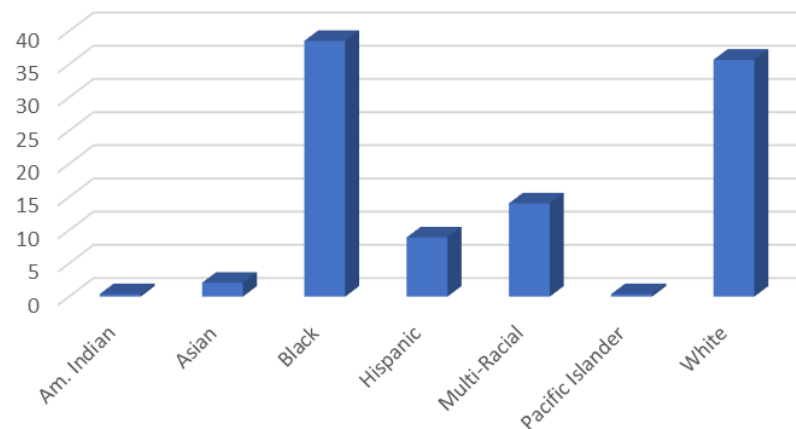


Percent IEP

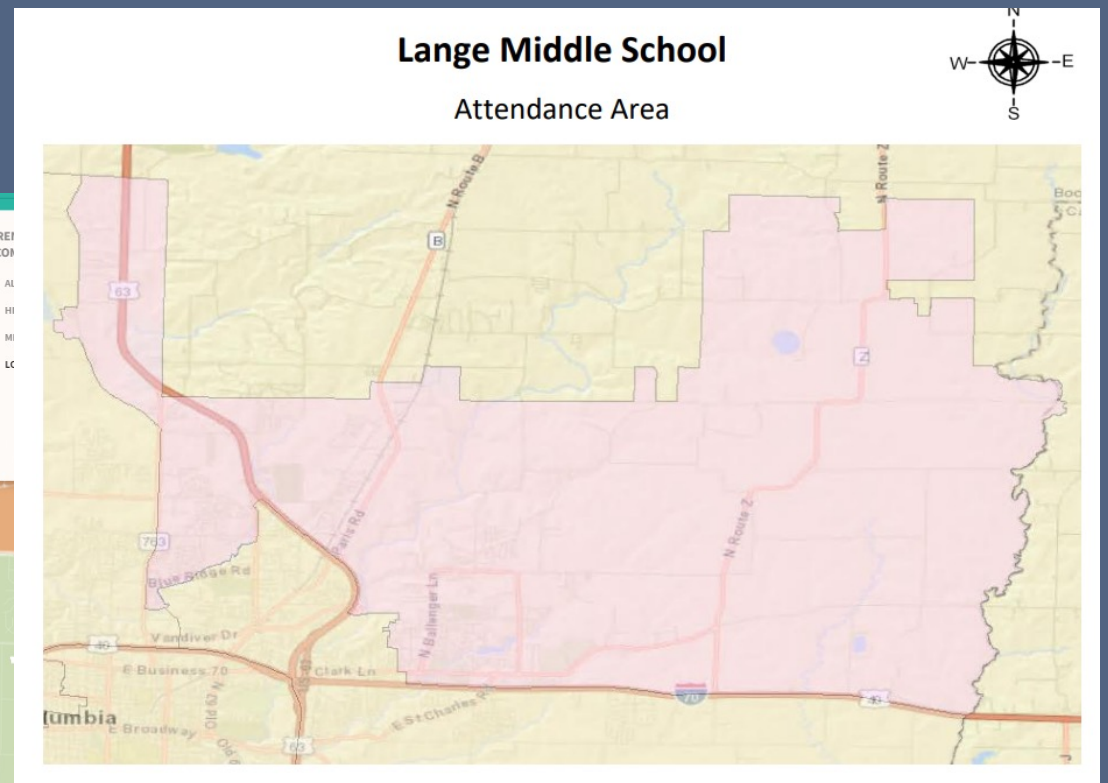
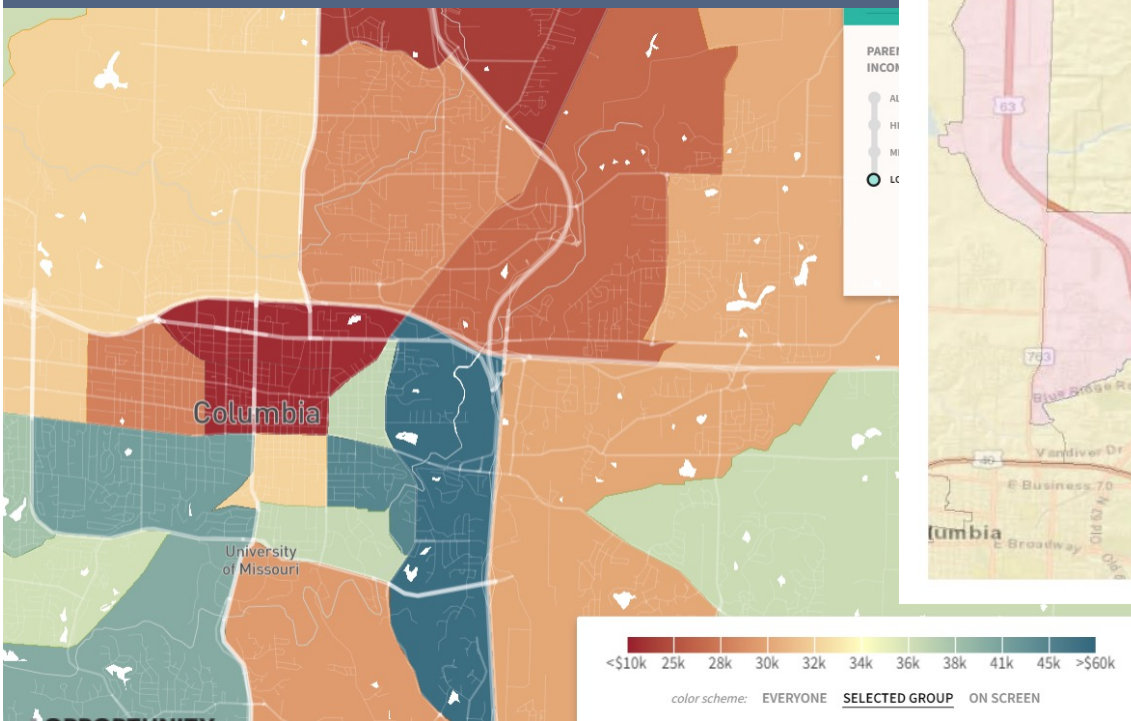


Approximately 530 Students
(Grades 6-8)

Ethnicity (%)



LMS – Attendance Areas

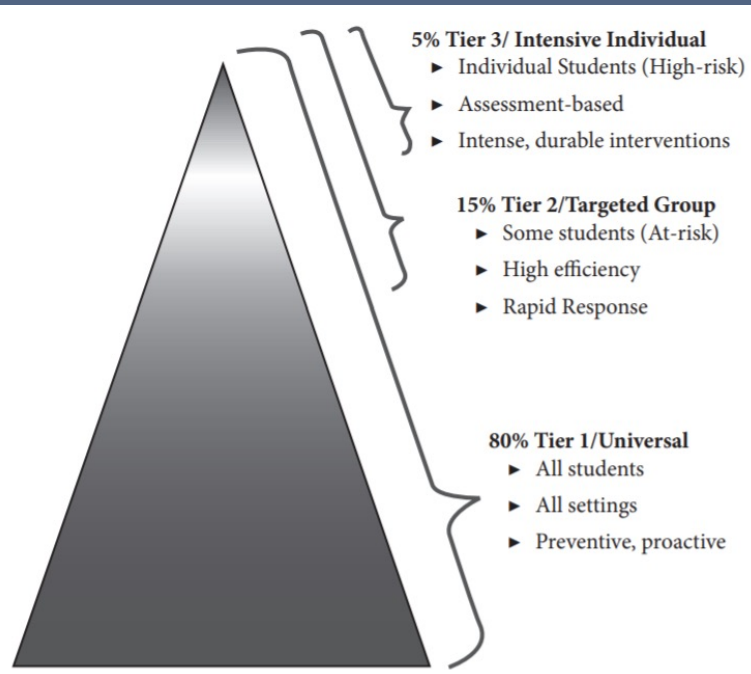




LMS - Staff

- Certified Teachers – 55 (Avg Years of Experience 7.5)
- Counselors – 2.5
- Outreach/At-Risk Counselor – 1
- Home-School Communicator – 1
- Student Advocate - 1

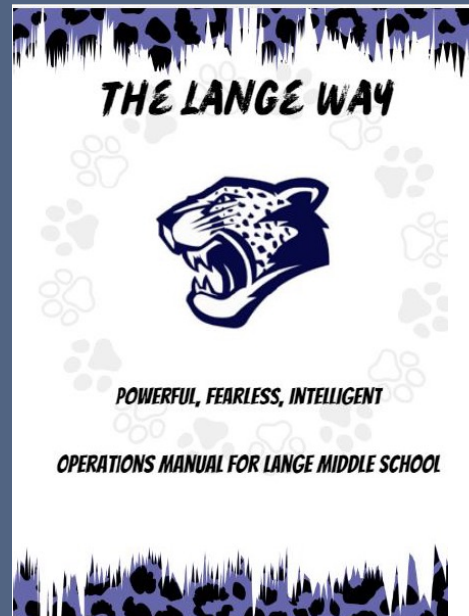
PBIS at Lange Middle School



- Tier I:
 - Listen to the instruction & can perform the tasks without much assistance
- Tier II:
 - May need a little extra correction & breaks during class
- Tier III:
 - Requires private coaching & extra help throughout class

Tier One at Lange Middle School

- Use common language from the matrix to be consistent building wide.
- Use specific, positive praise and Kickboard to reinforce behaviors.
- Everyone is responsible for teaching expected behaviors
- Consistent expectations on teams
 1. Entry procedures
 2. Class time
 3. Exit procedures



What is the Lange Way?

The Lange Way is our operations manual. It was created by Lange teachers, counselors, staff, and administration with the purpose of identifying our procedures, guidelines, and expectations across all areas of our school's operation. Simply put... **THE LANGE WAY IS HOW WE CONDUCT BUSINESS AS A PROFESSIONAL LEARNING COMMUNITY!**

LMS Mission:

Lange Middle School is a place where we lead with character; we learn with pride; and together we achieve success!

LMS Vision:

Our vision at Lange Middle School is to shape the future, support growth, pursue greatness, and recognize excellence.

About Lange:

Lange Middle School opened in August 1997. At that time, we had 6th and 7th grades only. In 2012, we added 8th-grade students, at the same time that Columbia Public Schools opened Battle High School. Lange Middle School is named in honor of John B. Lange, Sr. He was a prominent black businessman who came to Columbia way back in 1850. John B. Lange worked with other black Columbians to establish the Cummings Academy, a school for black students which began in Lange's own home. The Cummings Academy eventually became Frederick Douglass School.

Lange Middle School is focused on helping students entrusted to our care discover their talents as unique individuals. Our mission statement states that Lange Middle School is a place where we lead with character, we learn with pride, and together we achieve success. As a middle school community of learners we feel it is important to understand the needs of today's adolescent child and then do whatever it takes to meet those needs. We are truly committed to doing our daily work through an unwavering partnership together with teachers, students, families, support staff, and administrators.

Our commitment to the academic success of all students is evident through our focus on AVID (Advancement via Individual Determination), a system designed to increase academic awareness and college and career readiness. Each classroom teacher, core and elective, is committed to using rigorous and challenging strategies that yield high academic results. Although some students may not fully understand the need for the high academic goals we have set for them, we believe that we have an obligation to do what's best for them regardless of their reluctance.

Finally, we also place a strong emphasis on positive school behavior. The Lange PBIS (Positive Behavior Intervention Supports) Team works with students and staff to ensure there is a positive and safe school climate. We spend a great deal of time focusing on teaching our students the "Lange Way" by teaching specifically designed lessons. We also acknowledge and celebrate with students and staff when those expectations are met. This has proven to be most effective in creating a very pleasant learning environment. It's a great time to be a LANGE LEOPARD!

Tier Two and Three at Lange Middle School

- Scholar Support Team:
 - Dr. Joe Lauchstaedt – Assistant Principal
 - Mrs. LaVetta Posey-Glover – SPED Department Chair
 - Mrs. Melissa Manie – Instructional Mentor
 - Mrs. Kathy Robinson – Outreach Counselor
 - Mr. Andrew Selders – School Psychologist
 - Ms. Kieyana Austin – Student Advocate
 - Ms. Cara Crumley – FACE Representative

23-24 Scholar Support Team Referral Process Checklist

TIER 1
<input type="checkbox"/> Talk to Team about common concerns and strategies
<input type="checkbox"/> Talk to Counselor to determine if they are aware of concerns and/or have any interventions in progress
<input type="checkbox"/> Talk to Parents about concerns
<input type="checkbox"/> Email AP to notify her that you are working on Tier 1 Strategies
<input type="checkbox"/> AP will schedule a time to meet with the team and discuss Tier 1 strategies and documentation
<input type="checkbox"/> List of Tier 1 Interventions
<input type="checkbox"/> Implement selected intervention(s) for 4 weeks and maintain appropriate documentation of progress
TIER 2
<input type="checkbox"/> If Tier 1 strategies are not sufficient, contact AP about setting up a Tier 2 meeting
<input type="checkbox"/> Tier 2 team (PST: Lauchstaedt, Selders, Robinson, LeCure, Posey-Glover, Gardner, Sansoucie with BCSMHC) will determine appropriate interventions
<input type="checkbox"/> For academic concerns, an academic plan with progress monitoring will be determined
<input type="checkbox"/> For behavioral concerns, a Function Based Problem Solving Worksheet will be completed, including preventative and responsive strategies, and appropriate behavior tracking will be identified
<input type="checkbox"/> Intervention and data collection will be maintained for 6 weeks and then reviewed
TIER 3
<input type="checkbox"/> If interventions are unsuccessful, PST team will contact School Psychologist or Director of Student Support

Tier Two and Three Interventions Used

- Group
- FIRST
- CICO
- Self-Monitoring
- Aggression Replacement Training
- Peers
- FACE Referrals
- Classroom Check-Ups
- Counseling Services (Burrell & Compass)

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	
	Concern?	Tier	Grade	Ice Refr	Monitor	Alt Set	SpEd	BP	SSA	RISE	PSWS	Self-Mon	IO Referr	Doc Data	Break	CICO	SSG	FIRST	FACE	Burrell	Compass	Bridge	Inter	Notes				
	Emotional regulation and physical aggression	3	8	14	WOFs		X	X			X			X		X								BIP Developed				
	Emotional regulation and physical aggression	2	8	14	Fenell						X					X								CICO Working - May remove at end of year				
	Impulsive	2	8	10	Linhardt						X					X								CICO working				
	Impulsive	2	8	3	Holter											X				X								
	Aggressive	2	7	19	Lauchraedt					X		X												Referred to RISE				
	Refusal and Insubordination	2	7	10	Falls															X	X							
	Truancy, impulsivity	2	7	23	Online																			Went on-line, successful online				
	Impulsivity & Insubordination	2	7	15	Lauchraedt				X					X										Dropped for non-attendance				
	Physical Contact	2	7	10	Lauchraedt																X			Parent requested going into RISE				
	Impulsivity	2	7	10	Falls						x	X												Remove at end of year - Student successful				
	Physical Aggression	2	7	5	Falls						x	X																
	Physical Aggression	2	7	12	Falls						X	X																
	Physical Aggression and Impulsive	2	7	18	Jackson						x														Continue with RISE. Concerns with home environment.			
	Physical Aggression and Impulsive	2	7	7	Lauchraedt						x	X									X							
	Emotional Regulation & Language	2	7	7	Jackson						x																	
	Insubordination	2	7	3	Jackson						x	X																
	Disruptive Behavior and Aggression	2	7	17	Jackson						x	X																
	Physical Aggression and Impulsive	2	7	22	Lauchraedt						x																	
	Physical Aggression and Impulsive	2	7	3	Lauchraedt															X		X						
	Insubordination	2	7	3	Whitesides		X				X				X										Mother requested counseling via Burrell			
	Physical Aggression	2	7	10	Dietkamp						X									X		X			Evaluate after FIRST			
	Emotional regulation and physical aggression	2	7	21	Jackson															X	X				Continue monitoring - Mother looking into more intensive counseling.			
	Insubordination	3	8	4	LaCure		X	X							X						X				BIP is brand new at the end of 2022. Nick and Andrew met with teachers, follow up meeting on 9/30 to discuss with teachers and begin			
	Physical Aggression	3	8	2	Riley		X	X													X				No present interventions- monitoring progress			
	Impulsivity	2	8	18	LaCure				X								X					X			Removing from list... Adding back to list. Team meeting 1/11			
	Truancy	2	8	15	Lauchraedt		X				X						X								CICO did not work. Needs firm consistency. Nick and Andrew met with teachers, follow-up reported this. Nic			
	Emotional Regulation & Language	3	8	7	Jackson		X	X						X											Transition plan... get connected to 7B.			
	Truancy	2	8	14	LTS/Online									X							X				Online - Not doing any work. Turn in Juvenile Referral.			

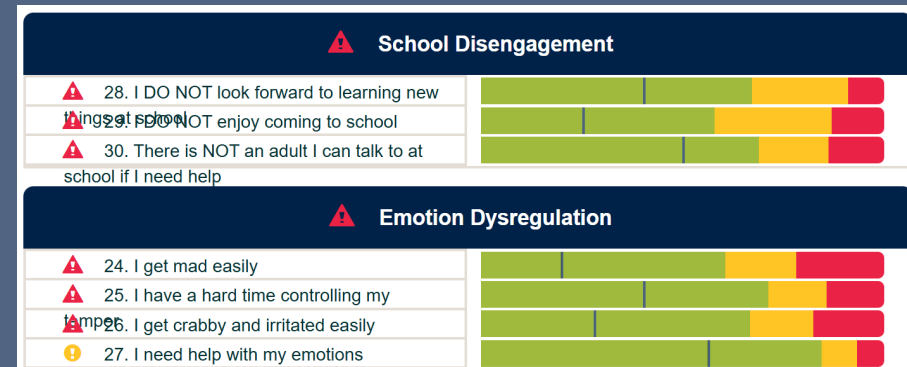
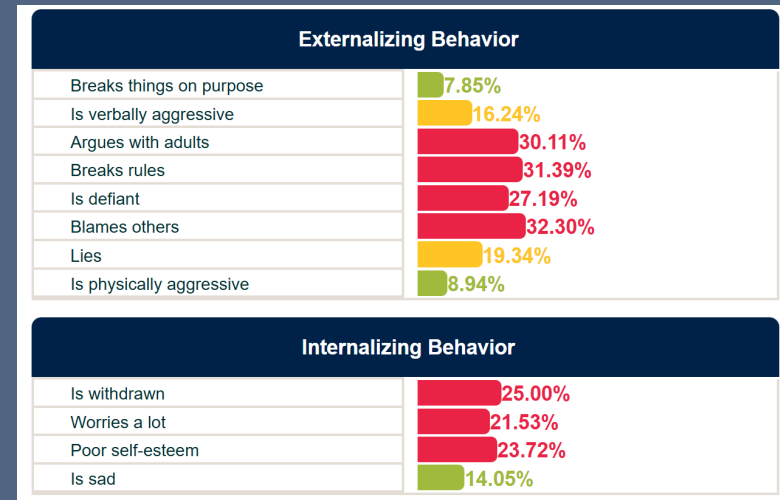
LMS Schedule

7B					
		Stacy Math Rm 125	Duson Science Rm 122	Lorenz Social Studies Rm 124	Sesmas English Rm 123
7/25/20					
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- Leopard LAIR
 - Embedded RTI Period
- Advisory
 - Second Steps Lessons
 - AVID Advisory Lessons
 - Everybody Reads Wednesday
- PLC Time
 - Content – Mondays & Thursdays
 - Grade-Level – Tuesdays & Fridays
 - Professional Development – Wednesdays

Creating Staff Buy-In

- Utilized data to show need.
 - Checklist/Climate survey data
 - Academic data
 - Behavior data
- All staff participated
 - Admin
 - Counselors
 - Teachers
- Provided time to meet with students
 - Advisory and RTI period
- Process developed by LMS Executive Council
 - Teacher leaders



What is Pick Six?

- Each staff member selects six students they will build a positive relationship with throughout the school year.
- Staff will use these relationships to have a positive impact on academic success, attendance, and behavior.
- With every certified staff member selecting six students we can impact between 180 and 360 students.



Staff Expectations

- Conference with your six students weekly during advisory or the elective class you have them in
 - Discuss grades, attendance, and behavior
 - Discuss any concerns the student may have
 - Help them navigate issues
- Monitor student grades and attendance
 - Contact parents if attendance falls below 90%
 - Discuss importance of attendance with students and parents
- Serve as the contact person if the student goes on a tier two intervention (CICO, Self-Management, etc.)
 - Discuss behavioral challenges with student
 - Monitor and collect CICO or Self-Management goal sheets



Student Selection

Pick Six Teacher's Selection Form

Select six students from your team that you will monitor and advocate for. Work with these students on their grades, attendance, iReady, and behavior.

jlauchstaedt@cpsk12.org [Switch account](#)

* Indicates required question

Email *

☐ Record jlauchstaedt@cpsk12.org as the email to be included with my response

Teacher Name *

Your answer

Student 1 and Team *

Pick Six Teacher's Selection Form (Responses)									
File Edit View Insert Format Data Tools Extensions Help									
K10									
Timestamp	Email Address	Teacher Name	Student 1 and Team	Student 2 and Team	Student 3 and Team	Student 4 and Team	Student 5 and Team	Student 6 and Team	
9/23/2024 10:42:24	jdsun@cpsk12.org	Duson							
9/23/2024 11:16:09	astacy@cpsk12.org	Anne Stacy							
9/23/2024 11:19:26	gsesmas@cpsk12.org	Gabriel Sesmas							
9/23/2024 11:44:45	rdiestelkamp@cpsk12.o	Rene Diestelkamp							
9/23/2024 11:58:31	lposeyglover@cpsk12.o	LaVetta Posey-Glover							
9/23/2024 12:01:31	hzhang@cpsk12.org	Maggie Hua Zhang							
9/23/2024 12:20:16	jrueclavaron@cpsk12.o	Jenifer Rueda Varon							
9/23/2024 12:33:28	eruthven@cpsk12.org	Erin Ruthven							
9/23/2024 12:42:37	jriley@cpsk12.org	Riley							
9/23/2024 12:58:37	bwoods@cpsk12.org	Belinda Woods-Galbreath							
9/23/2024 13:02:54	alorenz@cpsk12.org	Alex Lorenz							
9/23/2024 13:02:55	mkirksey@cpsk12.org	Mariah Kirksey							
9/23/2024 13:38:49	melyon@cpsk12.org	Megan S. Lyon							
9/23/2024 13:44:57	khodge@cpsk12.org	Kaden Hodge							
9/23/2024 13:54:15	crobles@cpsk12.org	Carlos Robles							
9/23/2024 14:03:12	krilang@cpsk12.org	Kristi Laing							
9/23/2024 14:07:38	alammm@cpsk12.org	Amy Lamm							
9/23/2024 14:08:07	kuedwards@cpsk12.org	Edwards							
9/23/2024 14:09:53	kcooke@cpsk12.org	Kylie Cooke							
9/23/2024 14:25:05	cferrell@cpsk12.org	Cathy Ferrell							
9/23/2024 14:33:23	keastust@cpsk12.org	Kelyana Austin							
9/23/2024 14:38:04	klove@cpsk12.org	Kaelon Love							
9/23/2024 14:38:27	keastust@cpsk12.org	Kelyana Austin							
9/24/2024 9:38:03	jowolfe@cpsk12.org	Jordan Wolfe							
9/24/2024 9:46:33	ctatum@cpsk12.org	Coach Tatum							
9/25/2024 7:52:31	tgardner@cpsk12.org	Tim Gardner							

Pick Six Monitoring

- At the end of each month staff will complete the Pick Six Monitoring Google form. The form tracks:
 - Attendance
 - iReady Growth and Lessons
 - Behavior
- Admin runs monthly discipline (PBIS - Big 5) reports for students
- D/F lists at each IPR
- Tier Two intervention goal sheet data
- Each student will set their goals for the next month:
 - Math & Reading lessons
 - Quantile & Lexile levels

Student: Pick Six - Monitoring

jlauchstaedt@cpsk12.org [Switch account](#)



Your email will be recorded when you submit this form

* Indicates required question

Form Completion

This form will help you demonstrate growth in academics, increase attendance, and decrease behavioral issues.

Student Name *

Your answer

Staff Mentor Name *

Your answer

Team *

☐ 6A

☐ 6B

☐ 7A

☐ 7B

☐ 8th

Math Lessons passed in iReady (with 80% or higher) for the month *

0 1 2 3 4 5 6 7 8 9 10

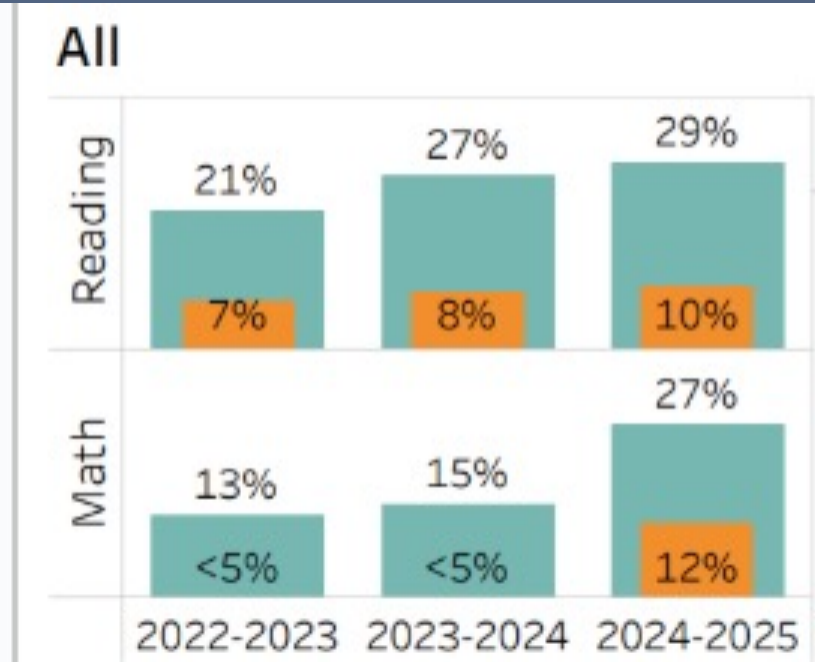
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Math Lessons Goal *

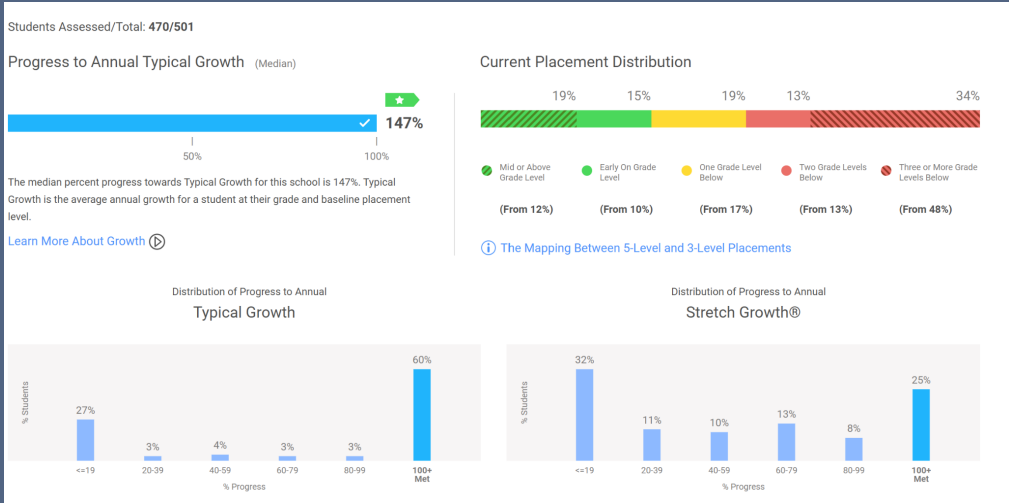
Dr. Falls Pick Six Results

	A	B	C	D	E	F	G	H	I
1	Student	Reading Lessons Passed	Lexile	Math Lessons Passed	Quantile	Incentive	Lexile- Dia 2	Quantile- Dia 2	Results Key
2	LMS One	7/13	710L	12/22	535Q	Sonic	920L	625Q	Increased
3	LMS Two	34/39	570L	15/16	470Q	Hot Fries	770L	530Q	Equal
4	LMS Three	19/22	665L	15/17	555Q	Sour Patch Kids	705L	645Q	Decreased
5	LMS Four	2/3	825L	4/4	645Q	Twizzlers	710L	890Q	
6	LMS Five	23/26	965L	13/19	820Q	Cool Ranch Doritos	1155L	765Q	
7	LMS Six	4/4	590L	7/9	655Q	Popeyes	885L	815Q	
8	LMS Seven	2/3	665L	3/4	485Q	McDonalds	620L	570Q	
9	LMS Eight	5/5	970L	8/9	645Q	Taco Bell	960L	800Q	
10	LMS Nine	8/9	970L	11/12	720Q	Andys	1155L	920L	
11	LMS Ten	6/6	1205L	8/8	1050Q	Chick-fil-a	1205L	1050Q	
12	LMS Eleven	1/1	270L	9/9	90Q	McDonalds	570L	380Q	
13	LMS Twelve	5/8	1065L	2/3	850Q	Skittles	1065L	855Q	
14	LMS Thirteen	18/23	930L	14/16	775Q	Takis	1025L	915Q	
15	LMS Fourteen	12/14	815L	10/12	710Q	Ring Pops	1105L	865Q	
16	LMS Fifteen	12/13	950L	7/8	775Q	Burger King	1100L	895Q	

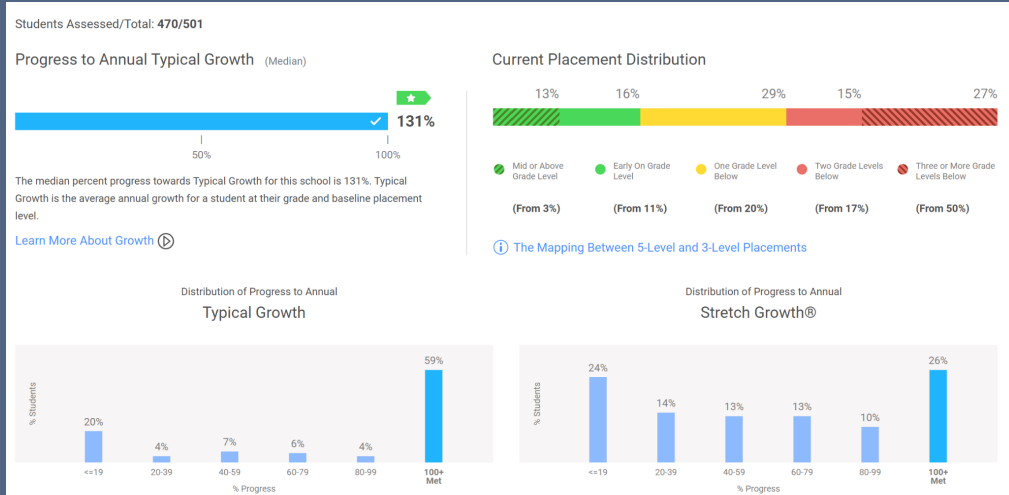
Academic Improvements



Reading



Math



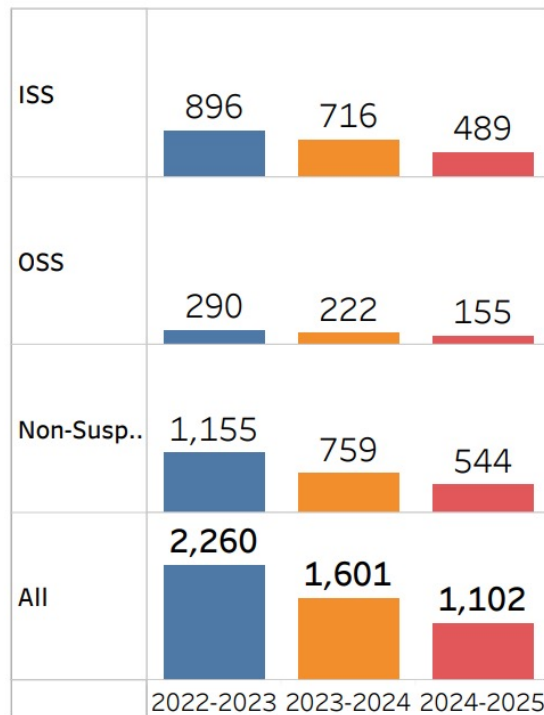
Behavior Improvements

Goal 2.1: The number of out-of-school suspensions will decrease by 50% by the 2026-2027 school year. The number will decrease by 10% each year.

Lange Middle School

as of April 12 of each year

All Behavior Incidents



OSS - Grade

	2022-2023	2023-2024	2024-2025
06	97	57	74
07	90	65	43
08	103	100	38

OSS - Subgroups

	2022-2023	2023-2024	2024-2025
Asian	1	1	1
Black	200	107	92
Hispanic	8	23	11
Multi-Racial	53	20	12
Pacific Islander			1
White	28	71	38

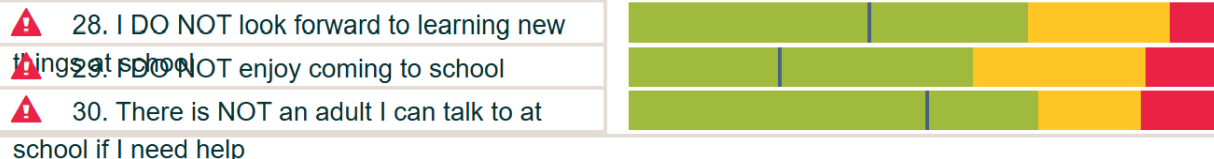
EL	9	14	5
IEP	76	59	49
F/R Lunch	246	163	133

School Engagement Improvements

September 2023



School Disengagement



- September 2023 – 30% of students reported not having a trusted adult in the building

January 2025



School Disengagement



- January 2025 – 20% of students not having a trusted adult in the building

Contact Information

Dr. Dominique Falls - Principal
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Dr. Rhonda Jackson – Assistant Principal
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Dr. Joe Lauchstaedt – Assistant Principal
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