

Manchester-Essex Regional Middle School School Improvement Plan 2022/23 & 2023/24 School Years



Every student is at the center of decision-making.

District Strategic Initiative 1

Establish and foster an authentic Pre-K-12 learning environment.

- 1) *Implement and define student centered authentic learning and assessments. [Student Centered]*
- 2) *Conduct school level assessments of current practice.*
- 3) *Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school based assessments.*
- 4) *Implement consistent district data collection and analysis practices across all grade levels to support student learning and growth. [Student Achievement]*
- 5) *Document K-12 curriculum, assessments, tools, and common practices. [Student Achievement]*
- 6) *Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]*
- 7) *Prioritize and support programming to promote creativity, innovation, and the arts. [Student Centered, Family Community Partnership]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Vision of the Graduate (VOG): Create landscape maps detailing current units of study/lessons in all content areas that align with VOG descriptors in order to identify areas needing increased focus.	VOG Rubric Principal, Department Chairs, Vertical Departments and Vertical Teams	Complete Inventory: February 2023 Identify Areas in Need: May 2023 Develop Focus Plan: 2023/24 Trimester 2 (end)

Develop a consistent, streamlined process for collecting student i-Ready diagnostic assessment data.	District and School Calendars Principal and Dean	2022/23 Trimester One Test Dates: 9/15 & 9/20 2022/23 Trimester Two Test Dates: 1/12 & 1/19 2022/23 Trimester Three Test Dates: 6/1 & 6/8 2022/23 Trimester 3: Revisit and refine process as necessary for 2023/24 school year 2023/24 Trimester 1: Implement changes as required
Restructure ME Block to embed i-Ready personalized skill-building sessions (My Learning Path) into each week.	ME Block Schedules Principal, Dean, ME Block teachers	2022/23: 36 Weeks on Tuesdays for Reading and Wednesdays for Math
Conduct all-staff i-Ready professional development with a focus on comprehensive data analysis and individual student intervention planning in order to enhance school-wide, student-centered, data-informed decision making	i-Ready Trainers Principal and Dean Department Chairs All faculty across all departments	Training Session One: September 21, 2022 Training Session Two: February 1, 2023
Project-Based Learning: Explore additional teacher leadership opportunities and possible need for ongoing cross-curricular teacher training. Evaluate the need for a PBL coach for Grade 6 (through a train-the-trainer model).	Team 6 Principal PBL Works	2022/23 Trimester 3: Revisit Project-Based Learning units/lessons from the school year and determine if a need exists for more training/coaching.
Evaluate implementation of E-Hall Pass and Go-Guardian to monitor and track students' time on learning.	Digital Learning Specialist Principal Team Leaders	2022/23 Trimester Two: Implementation Completed 2022/23 Trimester Three: Data Review Begins

District Strategic Initiative 2

Integrate social emotional learning into all aspects of the school day.

- 1) *Create a K-12 SEL Leadership model charged with training staff on ways to integrate a variety of strategies to help increase student availability for learning. [Student Achievement, Student Centered, Equity]*
- 2) *Create a Vertical SEL Team to support the implementation of SEL informed instruction. [Student Achievement, Student Centered]*
- 3) *Design an integration plan and rubric to use to measure effectiveness of SEL integration at the individual student and classroom level. [Student Achievement, Student Centered, Equity]*
- 4) *Involve families and the community in the SEL work that our staff and students are engaged in. [Family and Community Partnerships]*
- 5) *Investigate a variety of SEL tools, materials, and strategies for staff to integrate into their daily practice. [Student Centered, Resources]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
<p>RULER Reboot:</p> <ul style="list-style-type: none"> Continue with a school-wide Charter. Invite all general education, special education, and exploratory faculty & staff to contribute to “reboot” initiatives. Increase student involvement by leveraging Student Council for school-wide approaches to daily SEL integration, support, and continued development. School Council Research and Spearhead RULER for Families. 	<p>RULER Online Tools & Resources Student Council Coordinators School Adjustment Counselor Dean of Students Principal School Council</p>	<p>November 1, 2022: School-wide Charter Complete 2022/23: Student Council RULER focus at bi-weekly meetings 2022/23 Six, monthly School Council meetings 2023-24: Six, monthly School Council meetings</p>
<p>Utilize and leverage Project Adventure in connection with RULER to foster foundational, integrated SEL mindsets at all grade levels.</p>	<p>Camp Spindrift, Health/PE teachers, all grade-level teams</p>	<p>2022/23 Trimester One: Grade-level field trips complete by the end of October.</p>
<p>Reintroduce school dances (Fall, Winter & Spring)</p>	<p>Principal Student Council</p>	<p>October 21, 2022: Halloween Dance February 3, 2023: Valentine Dance May 26, 2023: Spring Dance June 2, 2023: Grade 8 Dance</p>
<p>Bring back March Madness/Spirit Week including faculty and student games and competitions</p>	<p>Principal and Dean Student Council</p>	<p>2022/23: Week of March 17, 2023</p>
<p>Establish formalized plan for introduction and use of Meta Moment space in Grade 6 and explore strategies for expanding this support to Grades 7 and 8 as part of the reboot sessions.</p>	<p>School Adjustment Counselor Team 6 Student Council Teams 7 & 8</p>	<p>November 2022: Evaluate use of Grade 6 Space 2022/23, Trimester 2: Explore expanding to Grades 7 and 8.</p>
<p>Annual/Bi-Annual Screenings & Trainings: - Youth Risk Behavior Survey (YRBS) - Signs of Suicide (SOS) - Screening, Brief Intervention & Referral to Treatment (SBIRT)</p>	<p>School mental health personnel Middle School Health Teacher.</p>	<p>YRBS Bi-Annual: 2022/23 School Year - Spring, Grades 7 and 8. SOS: 2022/23: Trimester One: Grade 8 Refresher Trimester Two: Grade 7 Training 2023/24: Trimester One: Grade 8 Refresher Trimester Two: Grade 7 Training SBIRT: Spring 2022/23 & Spring 2023/24 Grade 7</p>

Strategic Initiative 3

Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.

- 1) *Identify and hire Diversity, Equity & Inclusion (DEI) consultant/coach. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
- 2) *Conduct a DEI District assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
- 3) *Build on and expand inclusion and anti-bias training for staff and students.*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Continue collaboration with DEI consultant/coach with a focus on fostering faculty and staff cultural competencies: Awareness, Options, and Direct Action Plans (AOD).	Michael Eatman, Culture 7 Principal and Dean	2022/23: Ongoing Educator Check-Ins during faculty meetings and professional development 2022/23 Trimester Three: Based on growth and feedback, map out a plan for the 2023/24 school year.
Utilize DEI-focused resource review rubric to evaluate current instructional materials as well as existing and proposed new literature across all content areas.	Principal Department Chairs Content-Area Teachers Director of Curriculum & Technology, as necessary	2022/23 Trimester Three: Collaborative sessions to develop the structure for materials review 2023/24 Trimester One: Plan Implementation
Expand anti-bullying training to include refreshers at Grades 7 and 8.	Dean of Students Principal Team Leaders	2022/23 Trimester One: Grade 6 Training 2022/23 Trimester Two: Grades 7&8 Refresher 2023/24: Revisit and adapt as required and deliver training sessions as noted above on the 2023/24 trimester schedule
Explore and implement platforms for student portfolios	Principal High School Principal High School Guidance Director of Curriculum & Technology	2022/23: Preliminary meeting with C&T Director, HS Principal, and DESE by September 2022. 2022/23: Explore MEFA Pathways by December 2022 2022/23: Determine platform by June 2023 2023/24: Pilot implementation of Grade 8 portfolios beginning September 2023

Strategic Initiative 4

Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.

- 1) *Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District.*
- 2) *Articulate large and small scale operational and facilities capital needs and obligations. [Student Centered, Student Achievement, Equity, Family and Community Partnerships, Resources]*
- 3) *Continue to evolve the central administrative organization structure to efficiently and effectively support district wide improvement goals. [Student Centered, Student Achievement, Resources]*
- 4) *Review personnel needs to improve or adjust delivery of program. [Student Centered, Student Achievement, Equity, Resources]*
- 5) *Improve HR practices to reflect current and emerging needs and skills. [Equity, Resources]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
Manage school-based budget and implement hiring practices, as necessary, with an eye towards identifying efficiencies.	Principal	Ongoing



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