

FY23 End of Year Middle School Improvement Plan Update

Update Key at End of Document

Strategic Initiative 1

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

- 1) Conduct external elementary school level assessments of current practice inclusive of authentic learning self-study. [Student Centered, Student Achievement].
- 2) Define “student centered authentic learning” and develop internal needs assessments for secondary level schools. [Student Centered, Student Achievement]
- 3) Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school-based assessments
- 4) Strengthen traditional academic program practices to ensure horizontal and vertical articulation. [Student Centered, Student Achievement]
- 5) Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]
- 6) 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 in order to better meet the authentic learning needs of students. DSI 1.2, 1.3, 1.4	VOG Rubric Principal, Department Chairs, Vertical Departments and Vertical Teams	<ul style="list-style-type: none"> ✓ 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. DSI 1.3, 1.4	District and School Calendars Principal and Dean	<ul style="list-style-type: none"> ✓ 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) twice weekly in order to target specific skill deficits and improve the skills necessary for accessing curriculum across all content areas. DSI 1.4	ME Block Schedules Principal, Dean, ME Block teachers	<ul style="list-style-type: none"> ✓ 2022/23: 36 Weeks on Tuesdays for Reading and Wednesdays for Math
Conduct all-staff i-Ready professional development to increase staff capacity in comprehensive data analysis and individual student intervention planning in order to enhance school-wide, student-centered, data-informed decision making as it relates to problem solving, critical thinking, and analysis skills across all content areas. DSI 1.3, 1.4	i-Ready Trainers Principal and Dean Department Chairs All faculty across all departments	<ul style="list-style-type: none"> ✓ 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). DSI 1.5, 1.6	Team 6 Principal PBL Works	<ul style="list-style-type: none"> ❖ 2022/23 Trimester 3: Revisit Project-Based Learning units/lessons from the school year and determine if a need exists for more training/coaching.

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Evaluate implementation of E-Hall Pass and GoGuardian to monitor classroom breaks and track students' time on learning during lessons. DSI 1.4	Digital Learning Specialist Principal Team Leaders	✓ 2022/23 Trimester Two: Implementation Completed * 2022/23 Trimester Three: Data Review Begins
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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]

School Goals	Resources & Responsibilities	Deliverables What/When Measures of Implementation Documentation
RULER Reboot: <ul style="list-style-type: none"> • Continue with a school-wide Charter. • Invite all general education, special education, and exploratory faculty & staff to develop “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. DSI 2.1, 2.4	RULER Online Tools & Resources Student Council Coordinators School Adjustment Counselor Dean of Students Principal School Council	✓ 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
Utilize and leverage Project Adventure in connection with RULER to foster foundational, integrated SEL mindsets at all grade levels. DSI 2.1, 2.4	Camp Spindrift, Health/PE teachers, all grade-level teams	✓ 2022/23 Trimester One: Grade-level field trips complete by the end of October.
Reintroduce school dances (Fall, Winter & Spring) DSI 2.0	Principal Student Council	✓ October 21, 2022: Fall Dance ✓ February 3, 2023: Valentine Dance ✓ May 26, 2023: Spring Dance ❖ June 2, 2023: Grade 8 Dance

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<p>Bring back March Madness/Spirit Week including faculty and student games and competitions. DSI 2.0</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. DSI 2.0</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) DSI 2.0, 2.5</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>
<p><u>Strategic Initiative 3</u></p> <p>Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.</p> <p>1) Identify and hire a consultant/coach to support the district in achieving cultural proficiency in the area of diversity, equity and inclusion. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources] 2) Conduct a cultural proficiency, diversity, equity, and inclusion assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources] 3) Build on and expand inclusion and cultural competence training for staff and students.</p>		
School Goals	Resources & Responsibilities	Deliverables What/When Measures of Implementation Documentation
<p>Continue collaboration with DEI consultant/coach with a focus on fostering faculty and staff cultural competencies: Awareness, Options, and Direct Action Plans (AOD). DSI 3.3</p>	<p>Michael Eatman, Culture 7 Principal and Dean</p>	<p>✓ 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</p>
<p>Utilize DEI-focused resource review rubric to evaluate current instructional materials as well as existing and proposed new literature across all content areas. DSI 3.2</p>	<p>Principal Department Chairs Content-Area Teachers Director of Curriculum & Technology, as necessary</p>	<p>✓ 2022/23 Trimester Three: Collaborative sessions to develop the structure for materials review ↳ 2023/24 Trimester One: Plan Implementation</p>
<p>Expand anti-bullying training to include refreshers at Grades 7 and 8. DSI 3.3</p>	<p>Dean of Students Principal Team Leaders</p>	<p>✓ 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</p>

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Explore and implement platforms for digital student portfolios for the purpose of housing student work and highlighting individual students’ strengths, traits, and unique skills and interests, as they work towards achieving the dispositions described by the Vision of the Graduate. DSI 3.3	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
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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 efficiencies to improve or adjust delivery of programs. [Student Centered, Student Achievement, 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. DSI 4.1, 4.4	Principal	✓ Ongoing

SIP Deliverables Key

- ✓ Complete
- ↻ In Progress / On Track
- * In Progress / Behind
- ❖ Incomplete / Not Addressed



Every student is at the center of decision-making.

**FY23 End of Year Update
Manchester Essex Regional Middle School
School Improvement Plan 2022-2024**

MERSD Strategic Plan Priorities	% of Focus	% Deliverables Complete/On Track	% Deliverables Behind	Objectives Addressed	Deliverables	Complete	On Track / In Progress	Behind In Progress	Not Yet Started
Strategic Initiative 1 <i>Establish and foster an authentic Pre-K-12 learning environment.</i>	35%	86%	7%	6	14	10	2	1	1
Strategic Initiative 2 <i>Integrate social emotional learning into all aspects of the school day.</i>	35%	93%	0%	6	15	12	2	0	1
Strategic Initiative 3 <i>Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.</i>	24%	91%	9%	4	11	8	2	0	1
Strategic Initiative 4 <i>Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.</i>	6%	100%	0%	1	1	0	1	0	0

Goals/Objectives Addressed in FY23		
Total Number of Deliverables FY23	41	
<i>FY23 Deliverables Complete or On Track</i>	37	90%
<i>FY23 Deliverables Behind</i>	4	10%
<i>FY23 Deliverables Behind Due to Budget</i>	0	0%

