

**Middleborough Public Schools**

**John T. Nichols, Jr. Middle School  
School Improvement Plan  
2019-2020**



*“Growth is never by mere chance; it is the result of forces working together.”*

**James Cash Penney**

## **School Council Members**

Ms. Jennifer Anderson	Parent Representative
Ms. Meghan Enos	Faculty Representative
Ms. Teresa Farley	Parent Representative
Ms. Rachel Joseph	Faculty Representative
Ms. Brianne Kessimian	Parent Representative
Mr. Gregory D. Thomas	Principal

## **Middleborough Public Schools' Mission**

*The mission of the Middleborough Public Schools is to foster a culture of excellence within every student, in every classroom, every day.*

## **Middleborough Public Schools' Vision Statement**

*Middleborough Public School students, with the support of dedicated adults, will think critically, appreciate diversity, demonstrate innovation, value reflection, and develop a growth mindset as an active member of our local global community to learn, grow, and finish strong.*

### **School Goals:**

- 1) Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.
- 2) To ensure students develop the knowledge and skills that empower healthy, resilient and culturally proficient global citizens who commit to act with integrity, respect, and compassion.
- 3) Develop and create a positive school culture at the Nichols Middle School by celebrating our successes and building strong relationships with our students, faculty, families and community.
- 4) To create a culture of continuous professional learning for all faculty and staff.

**School Goal #1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

***Connection to District Strategic Goal (A) Culture of Innovation and Achievement (A-1, A-2, & A-3)***

<b>Action Plan/ Improvement Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Measurement and Outcomes</b>	<b>Resource(s) and/or Funding Source</b>
Establish a committee to review the NMS program for students. The committee will evaluate the current program and make recommendations for improvements	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Committee Agendas and Meeting minutes</li> <li>○ Change in Schedule</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from administration and faculty</li> </ul>
Explore program options to support the offering of a foreign language	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Committee Agendas and Meeting minutes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from administration and faculty</li> </ul>
Continue to explore opportunities to vertically align ourselves with the elementary literacy model, in order to maintain academic consistency and growth	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Observations</li> <li>○ Academic Assignments</li> <li>○ DIAL classes</li> <li>○ Common Assessments</li> </ul>	<ul style="list-style-type: none"> <li>▪ PLC, Faculty Meetings, and Professional Development Time</li> <li>▪ Support from administration and faculty</li> </ul>
Implementation of common benchmark assessments in core academic areas.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Curriculum Guides</li> <li>○ Edulastic Common Assessments</li> </ul>	<ul style="list-style-type: none"> <li>▪ PLC, Department Meetings and Professional Development Time</li> <li>▪ Support from administration and PD</li> </ul>

**School Goal #1 continued: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

<b>Action Plan/ Improvement Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Measurement and Outcomes</b>	<b>Resource(s) and/or Funding Source</b>
Establish a Building Based Support Team.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Data collected from Edulastic &amp; other testing</li> <li>○ Written document outlining clear tiered system communicated with all faculty &amp; staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ PLC and professional development time</li> <li>▪ Support from administration and professional development</li> </ul>
Explore successful RTI models in other Districts.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Building Based Support Team</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Information and data collected to be used in establishing model at NMS</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from administration and BBST</li> </ul>
Establish a formal process for referring students to RTI through the Building Based Support Team.	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Curriculum Director</li> <li>• Special Education Coordinator</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Formal document with established guidelines and procedures.</li> <li>○ Meeting agendas and meeting notes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from administration and BBST</li> </ul>
Implement and monitor the impact of the revised Nichols Middle School Mathematics curriculum.	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Department Meeting Agenda and Minutes</li> <li>○ Results of Data Collection and Analysis</li> </ul>	<ul style="list-style-type: none"> <li>▪ PLC and Department Meeting Time</li> <li>▪ Support from administration and Department Leader</li> </ul>

**School Goal #2: Embed Social Emotional Learning strategies and best practices into all Nichols Middle School students’ academic and school-wide experiences throughout the school year.**

***Connection to District Strategic Goal (C) Culture of Well-Being (C-1, C-2, C-3 & C-4)***

<b>Action Plan/ Improvement Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Measurement and Outcomes</b>	<b>Resource(s) and/or Funding Source</b>
The school will adopt and implement the “Character Strong” curriculum.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> <li>• Students</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Staff Training first days of school.</li> <li>○ Implemented weekly into DIAL program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration &amp; Faculty</li> <li>▪ Professional Development</li> </ul>
Investigate in department meetings and PD how SEL strategies specifically support or align with course curriculum	<ul style="list-style-type: none"> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Department meeting agendas and discussion notes, PD agendas and products developed such as lesson plans, resources, and other items</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration &amp; Faculty</li> <li>▪ PLC and PD Time</li> </ul>
Develop advisory group of students to include their voice and beliefs regarding relevant and appropriate SEL skills needed in their Nichols Middle School experience	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> <li>• Students</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Principal’s Advisory agendas and outcomes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration &amp; Faculty</li> </ul>
Administer a SEL school climate survey to students and staff, use data to inform supports	<ul style="list-style-type: none"> <li>• Administration</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Survey data and analysis</li> </ul>	<ul style="list-style-type: none"> <li>▪ PLC and DIAL time</li> </ul>
Restructure and reorganize counseling model to offer more opportunities to support student’s social and emotional needs	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Counseling Staff</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Revised and Updated job description for counselors.</li> <li>○ Hiring of two new counselors in the department.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration &amp; Counseling Staff</li> </ul>

**School Goal #3: Develop and create a positive school culture at the Nichols Middle School by celebrating our successes and building strong relationships with our students, faculty, families and community.**

***Connection to District Strategic Goal (B) Culture of Excellence (B-1 & B-2) & Culture of Well-Being (C-4)***

<b>Action Plan/ Improvement Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Measurement and Outcomes</b>	<b>Resource(s) and/or Funding Source</b>
Develop a Nichols Middle School mission, core values and beliefs statement	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> <li>• Students</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Faculty Meeting Agenda</li> <li>○ Development of criterion and selected outcomes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support and input from Administration, faculty and students</li> </ul>
Utilize our website and social media to continue to promote and celebrate our school and students' individual success.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Utilization of social media; Twitter, Tiger Times, website, contact with the Gazette</li> <li>○ Academic Achievement</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration</li> <li>▪ Student Activities Account</li> </ul>
Continue our "ROAR Awards" and "Tiger Stripes" Character Recognition programs.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> <li>• Students</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ More students recognized for incremental growth.</li> <li>○ Academic and social emotional achievement</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from faculty and administration</li> <li>▪ Faculty Meeting time</li> <li>▪ Student Activities Account</li> </ul>
Identify opportunities to celebrate our students that otherwise may fly below the radar.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> <li>• Students</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Recognition Committee Meeting Agenda &amp; Minutes.</li> <li>○ Development of criterion and selected outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration</li> <li>▪ Student Activities Account</li> </ul>
Establish a Junior National Honor Society Chapter at Nichols Middle School.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Complete application process</li> <li>○ Select Advisor</li> <li>○ Appoint five-member Faculty Council</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration</li> <li>▪ Student Activities Account</li> </ul>
Create a "State of the School Forum" to allow families to give open and honest feedback about the school	<ul style="list-style-type: none"> <li>• Principal</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Meeting notes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration</li> </ul>

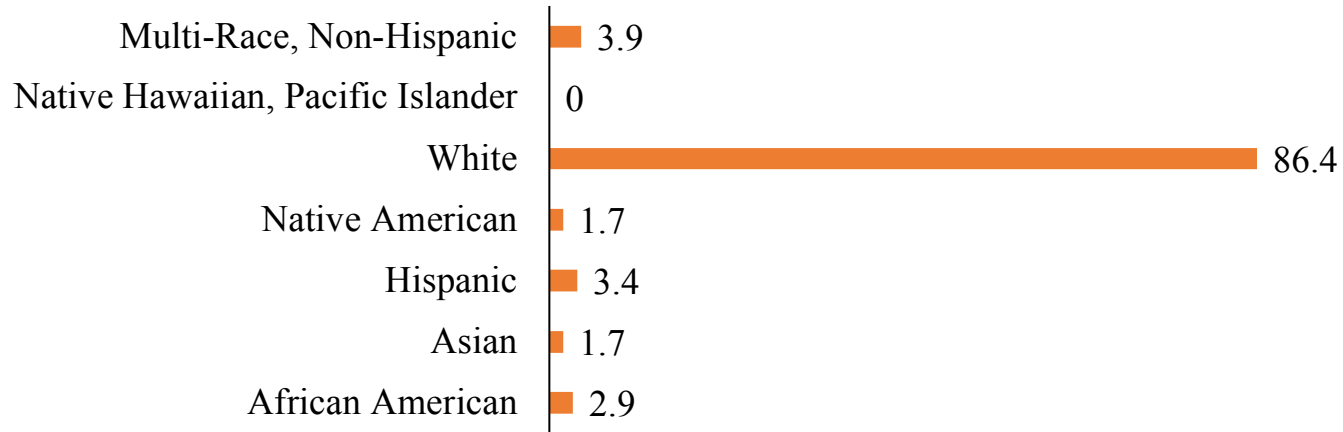
**School Goal #4: To create a culture of continuous professional learning for all faculty and staff.**

***Connection to District Strategic Goal (B) Culture of Excellence (B-3 & B-4)***

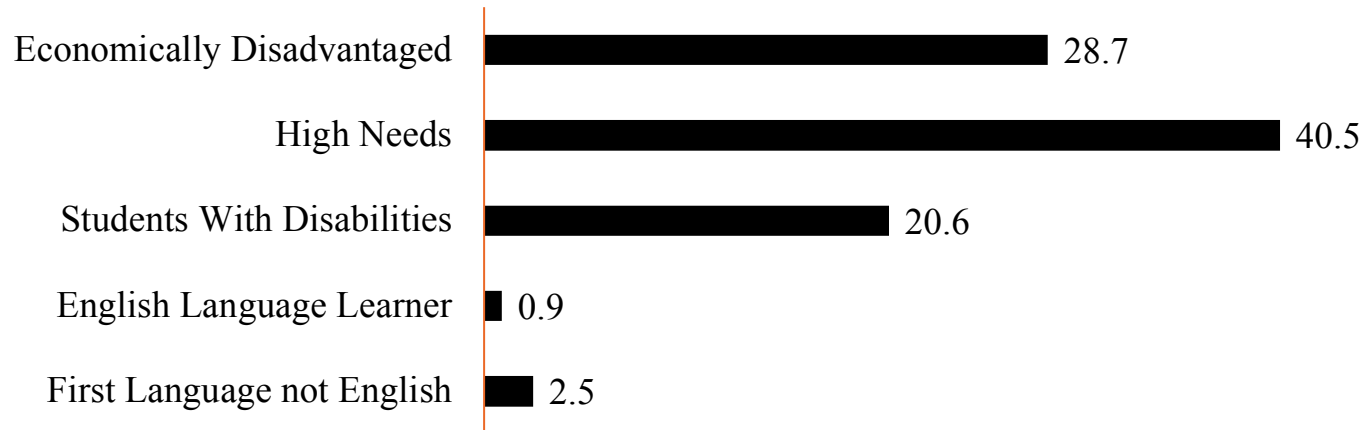
Action Plan/ Improvement Strategies	Person(s) Responsible	Timeline	Measurement and Outcomes	Resource(s) and/or Funding Source
Frequently survey faculty and staff regarding professional interests and needs	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Curriculum Director</li> <li>• Department Leaders</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Data Analysis from Survey Results</li> <li>○ PD aligned to needs and wants of faculty, based upon the data gathered.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration</li> <li>▪ Faculty Meeting Time</li> </ul>
Require teachers attending workshops, conferences etc. to report back to entire faculty/staff either orally or in writing.	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Teacher presentations and/or reports to peers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from administration and faculty</li> <li>▪ Faculty Meeting Time</li> </ul>
Tap into the vast knowledge and skill base of our staff in order to offer low or no cost professional development	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Curriculum Director</li> <li>• Teachers</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Utilization of faculty and staff for PD</li> <li>○ Faculty Meeting Agenda</li> <li>○ Professional Development Day Notes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from administration and faculty</li> <li>▪ Faculty Meeting Time</li> <li>▪ Professional Development</li> </ul>
Provide training/support to teachers to promote effective instructional practices (i.e. differentiated instruction, classroom management, formative assessment techniques and strategies)	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Faculty &amp; Staff</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Faculty Meeting Agendas and minutes</li> <li>○ PD agendas and minutes</li> <li>○ PLC agendas and minutes</li> <li>○ Classroom observations</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration for faculty meeting time and professional development</li> </ul>
Continue to create opportunities for faculty and staff to collaborate on important school topics: Culture, PBIS, Literacy, Recognition	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Faculty &amp; Staff</li> </ul>	2019-2020	<ul style="list-style-type: none"> <li>○ Committee meeting agendas and minutes</li> <li>○ Classroom observations</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support from Administration &amp; Faculty</li> <li>▪ PLC , Faculty Meeting and PD Time</li> </ul>

## Enrollment Overview

### % of School by Race

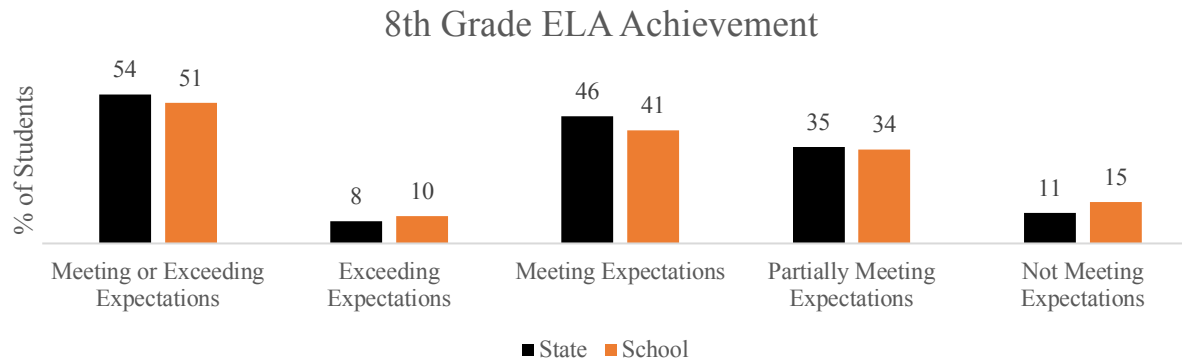
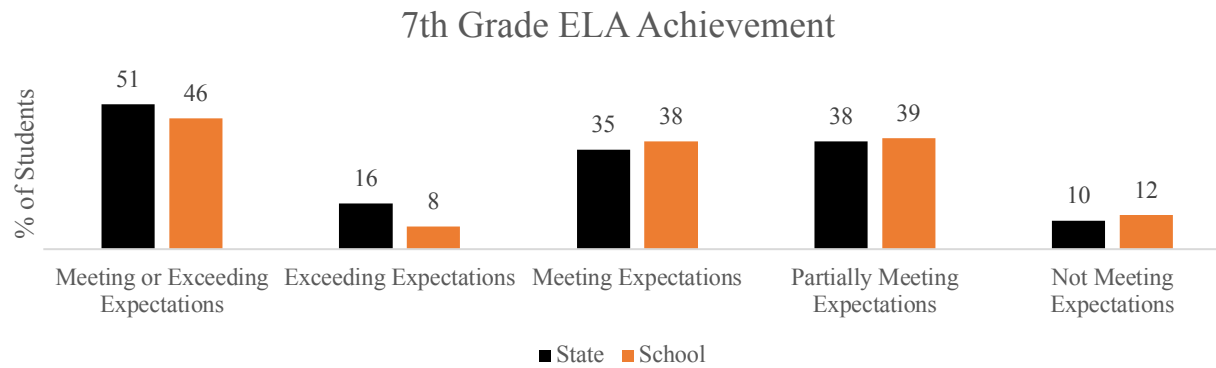
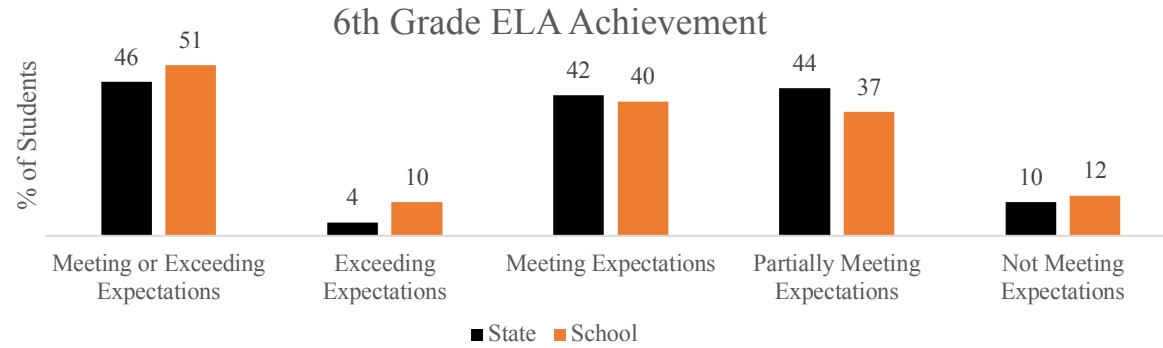


### % of School by Selected Population



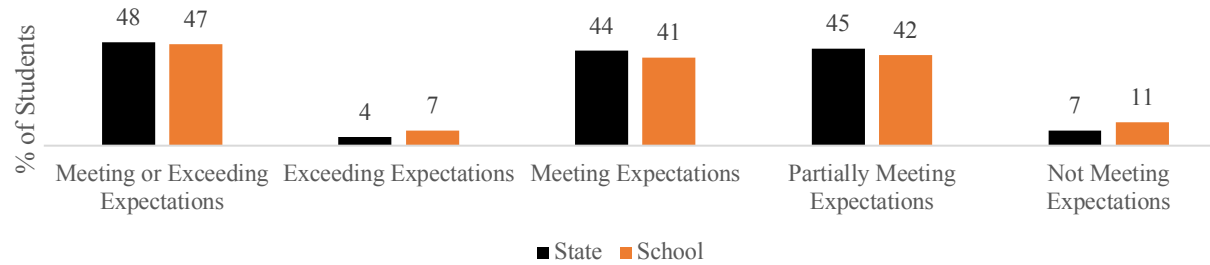


**2018 MCAS Achievement**

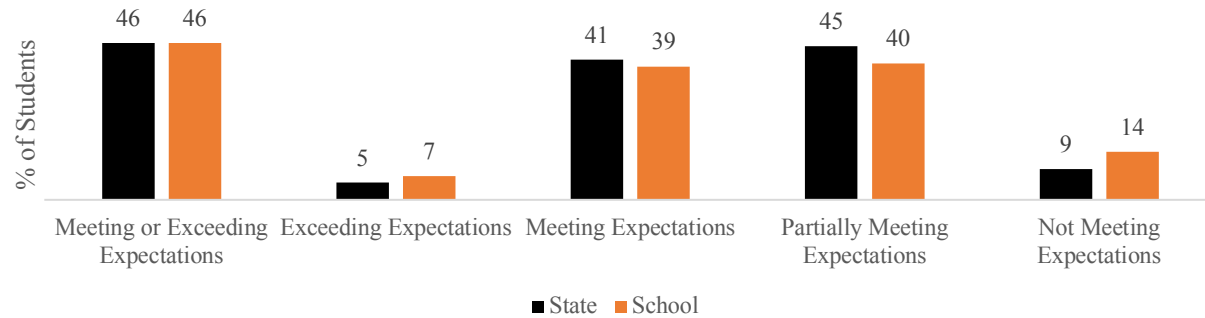


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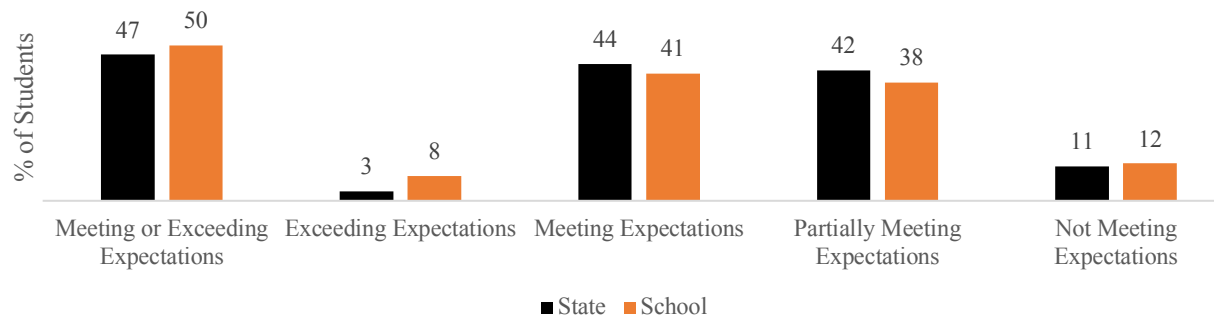
6th Grade Math Achievement



7th Grade Math Achievement

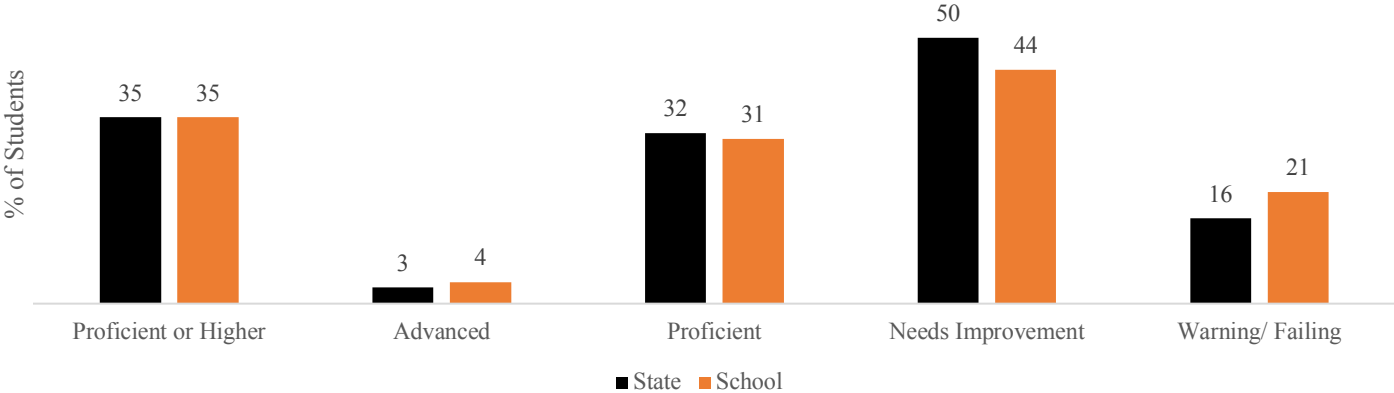


8th Grade Math Achievement



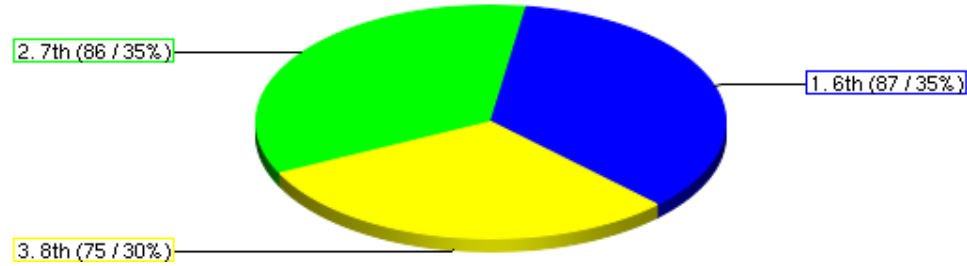
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8th Grade Science and Technology/Engineering Achievement

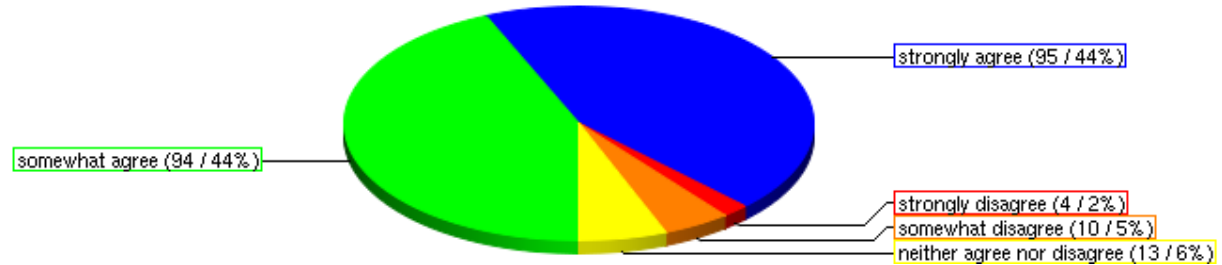


### Spring 2019 Parent/Guardian Survey Results (n = 248)

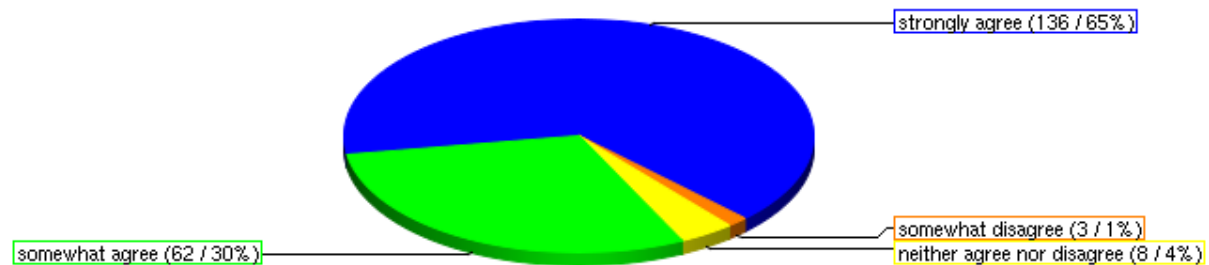
1) Do you have children in the 6<sup>th</sup>, 7<sup>th</sup>, or 8<sup>th</sup> grade?



2) The school provides my child with a safe place to learn.

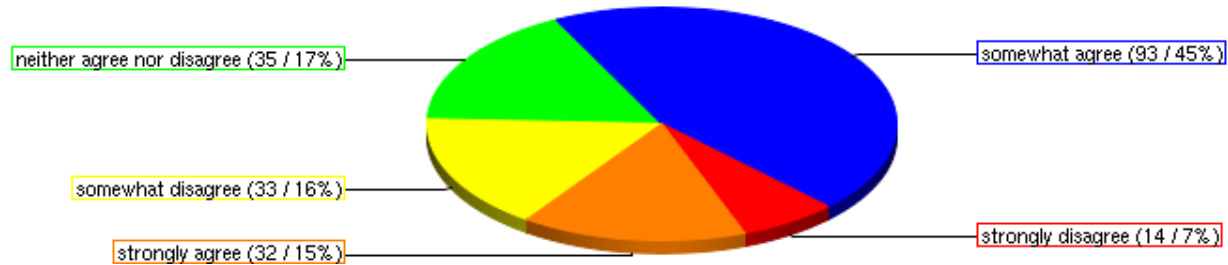


3) The school is friendly-looking, clean, and well-maintained.

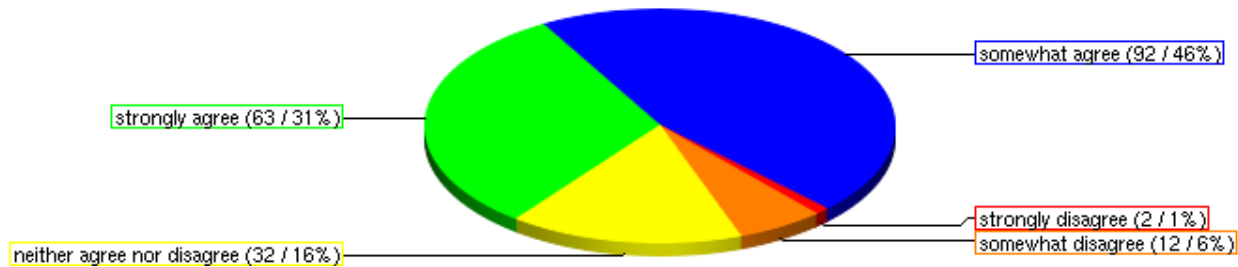


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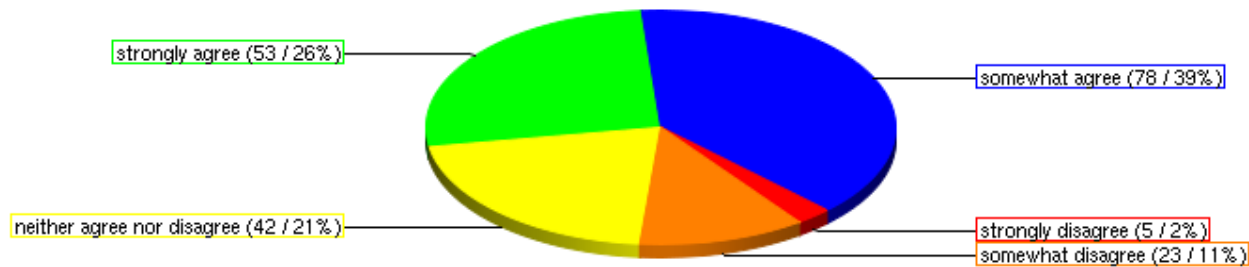
4) Behavior Issues and Discipline at my child's school are handled appropriately.



5) The school helps my child connect to interesting activities and special events.

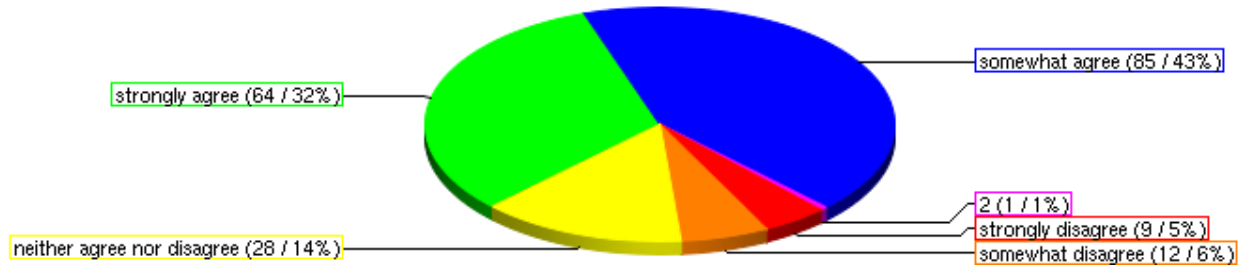


6) The school does a good job helping my child develop important social emotional skills; for example, persistence, getting along with peers, problem-solving.

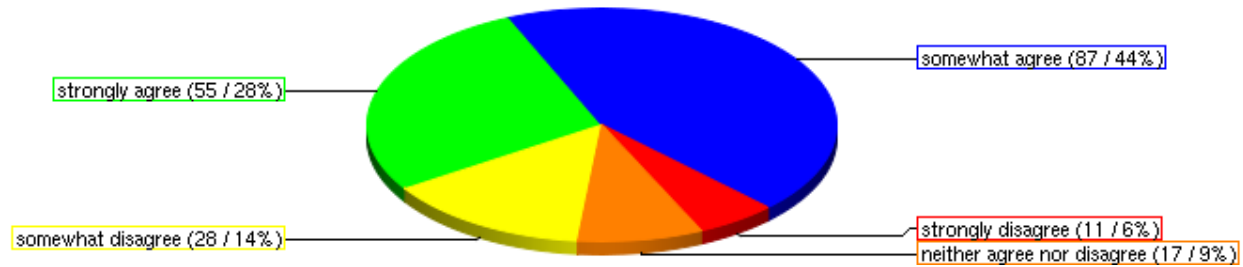


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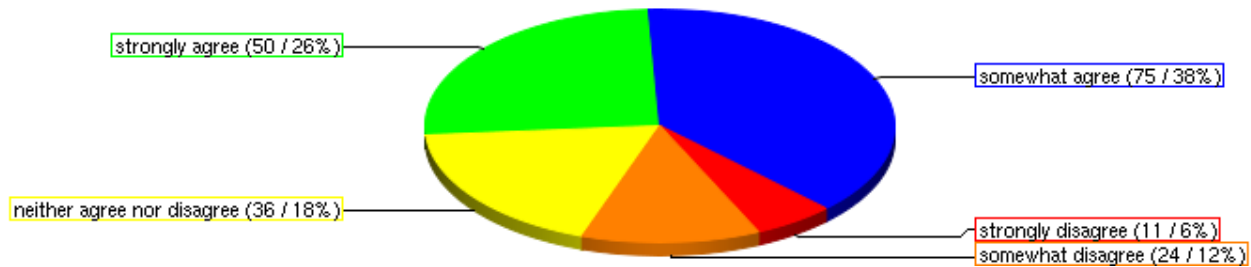
7) My child enjoys going to the John T. Nichols, Jr. Middle School.



8) The school provides me with clear information about academic expectations.

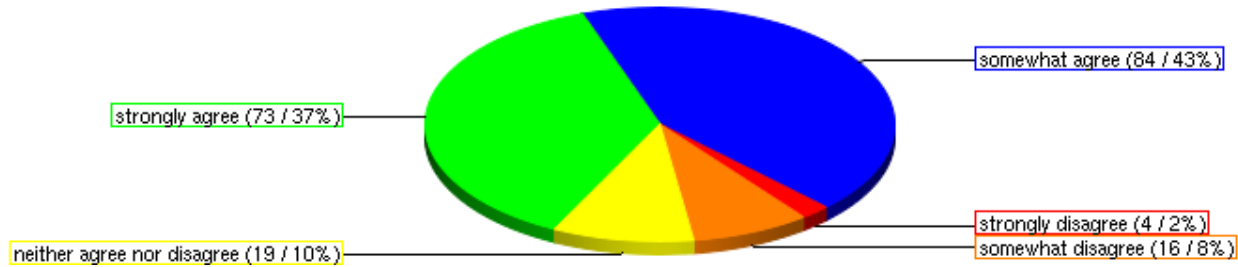


9) The school gives clear guidance on how I can support my child's academic progress at home.

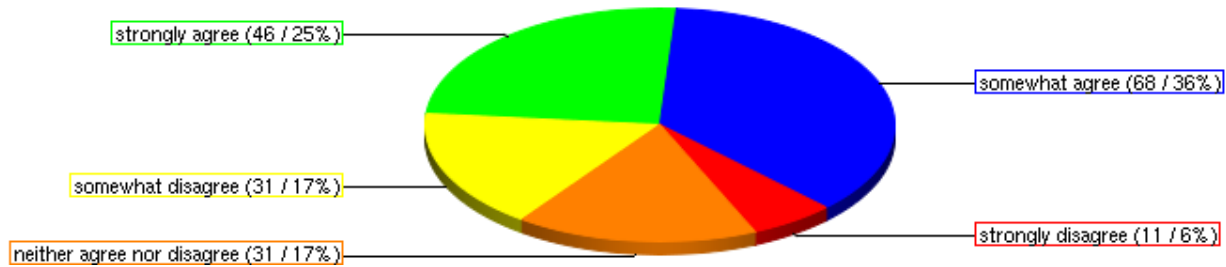


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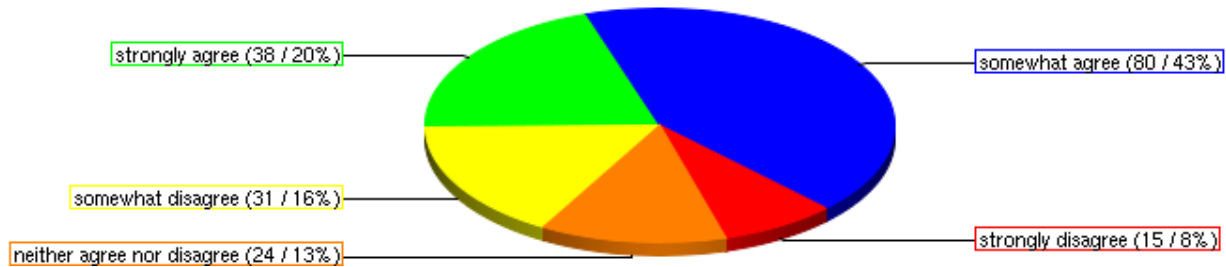
10) Teachers make an effort to get to know my child.



11) Teachers share my child's progress, improvement, and successes with me.

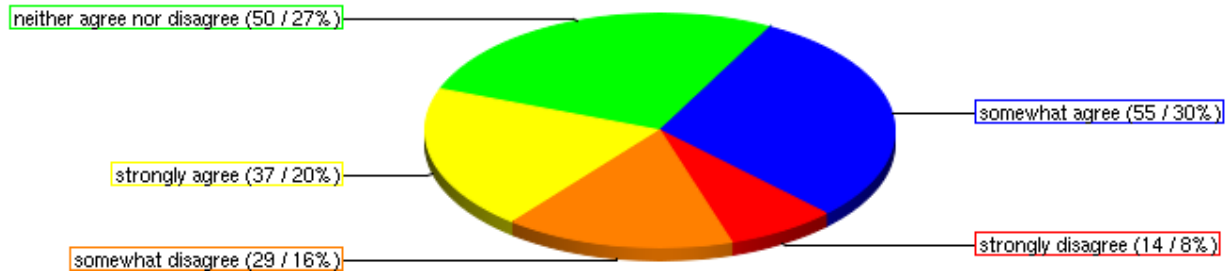


12) The school excels at challenging my child to reach their potential.

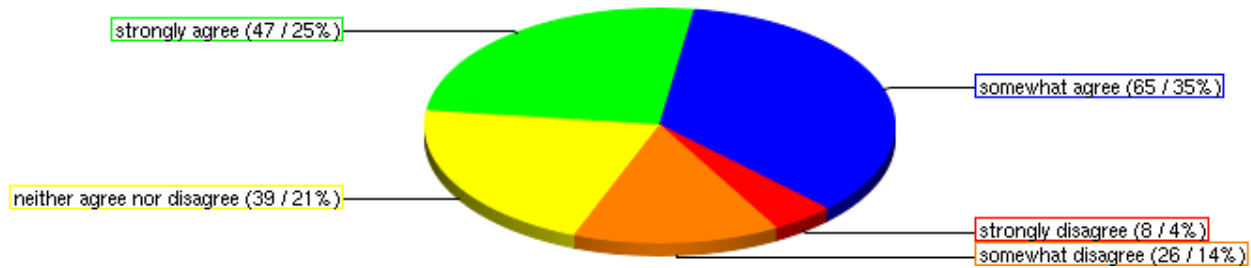


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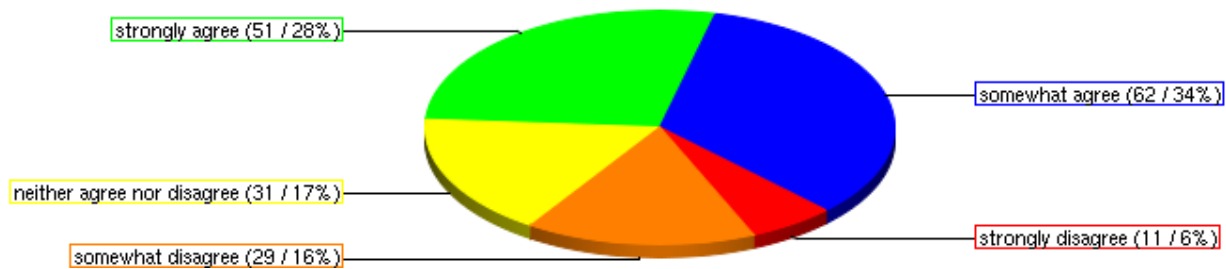
13) My teachers recognize when something is going on with my child that might affect their school work.



14) My child's teachers take appropriate steps to communicate and support my child.



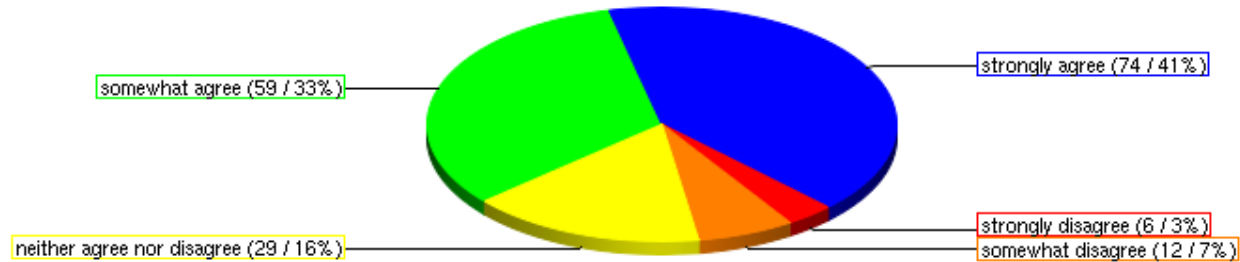
15) I feel well-informed about how my child is doing in school and feel well-supported to continue the work at home.



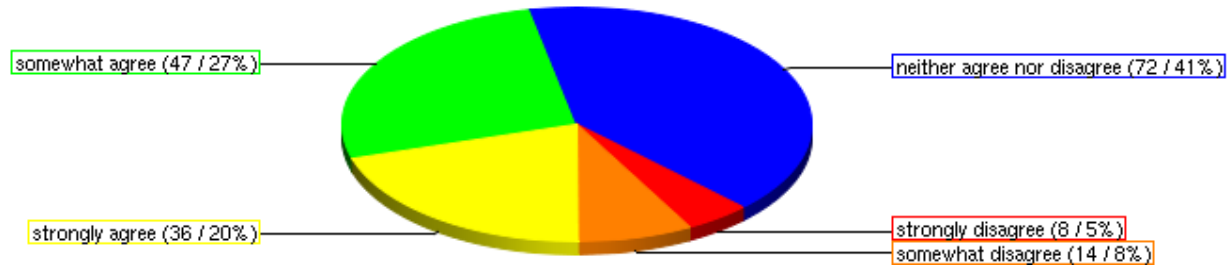


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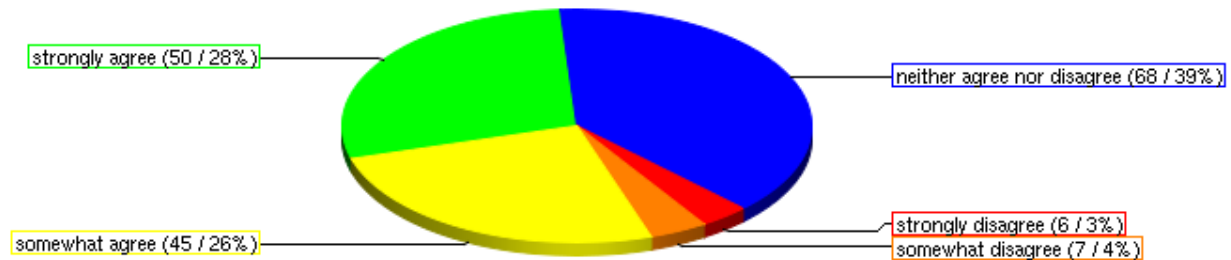
16) School staff responds quickly when I have questions or need help.



17) Staff and administrators listen to my ideas, suggestions, and concerns.

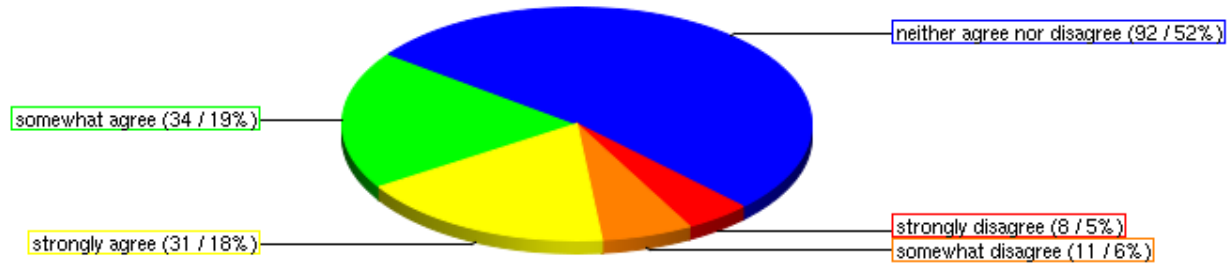


18) Meetings & conversations with the teachers & administrators are effective in helping me to better understand how we can work together to support my child.

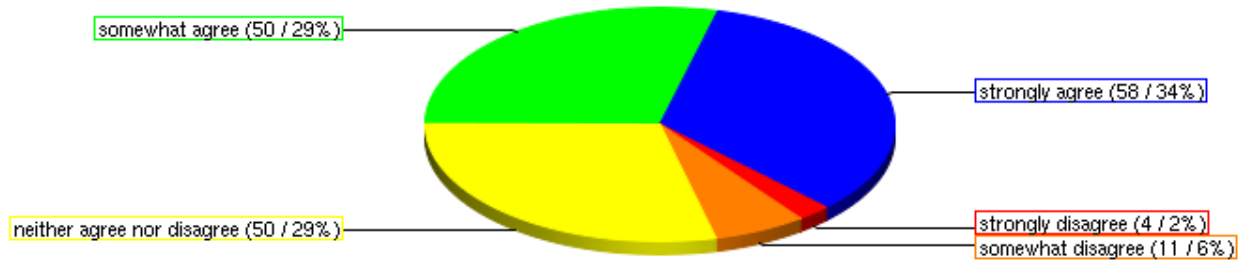


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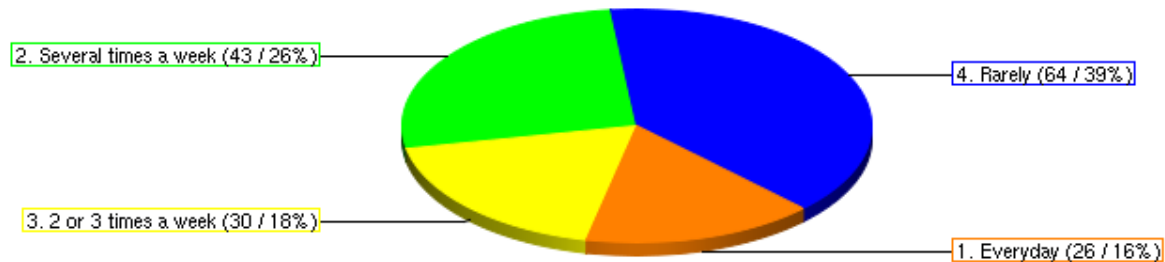
19) The school helps me connect to school & community resources that support my child's learning needs, i.e. Family Resource Center.



20) I am happy with my level of involvement in the school, such as School Council, PTA, Fall Frenzy, Winter Carnival, etc.

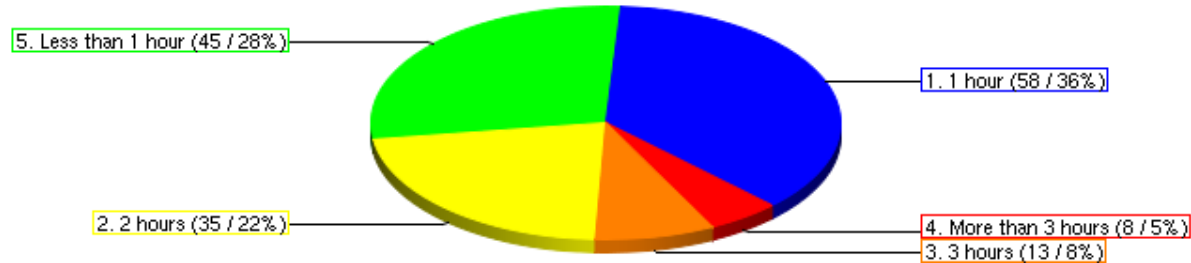


21) How often do you spend working with your child on homework?



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22) How many hours does your child spend on homework?



23) Please share a positive experience you have had at Nichols Middle School.

- Plays
- Understanding about having to catch up on work
- Teachers were very accommodating
- Parent-Teacher Conferences/ Student-Led Conferences
- Good academic
- Administration reacts very quickly when your child has an issue
- Pleased with the amount of after school and extra-curricular activities
- Band
- Pushes my child to intellectually excel and challenge her
- More challenged than he was in elementary school
- Supportive teachers
- Science Fair
- Excellent communication by administration
- Happy with the amount of homework
- School spirit

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24) Please share an area you believe Nichols Middle School could improve.

- Lack of foreign language program
- Discipline
- More after school sports
- Bullying prevention
- Manage online time
- More communication regarding homework, not just on Google Classroom
- 504 plans and IEPs
- Grading practices and updating grades on Aspen
- Fighting
- Social-emotional learning
- Bring back traditional parent-teacher conferences
- Monitoring student bathrooms, hallway supervision, and supervision at dismissal
- Teacher follow-up with email and teacher communication in general
- Drop-off and pick-up
- Better lunches
- Better maintenance