

Middleborough Public Schools

**John T. Nichols, Jr. Middle School  
School Improvement Plan  
2021-2022**



**2020-2021 School Council Members:**

Brianne Kessimian, Parent	Paula Lauzon, Parent	Amy Anderson, Math Teacher
Beth Evans, English Teacher	Kate Hetu, Speech and Language Teacher	Heidi Letendre, 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) To improve best teaching practices and instructional routines to support student learning, engagement, and achievement.
- 2) Embed Social Emotional Learning strategies and best practices into all of Nichols Middle School students' academic and school-wide experiences throughout the school year.
- 3) Enhance professional learning community practices that celebrates successes, identifies areas of growth, and strives to continually improve practices through positive relationships and a shared growth mindset.
- 4) To maintain safe facilities that fosters a positive learning environment in alignment with 21st Century teaching and learning.

**John T. Nichols, Jr. Middle School, 2021-2022 School Improvement Plan**

**School Goal #1:** To improve best teaching practices and instructional routines to support student learning, engagement, and achievement.

**Connection to District Strategic Plan:** Goal A - Culture of Innovation and Achievement (A-1, A-2 & A-3) and Goal B - Culture of Excellence (B-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>
1.1) To consistently implement evidenced-based, inclusive practices (Tier 1) to support all learners.	School Administration PPS Director Sped Coordinators Directory of Curriculum, Instruction and Technology Teachers Guidance Team	2021-2023	<ul style="list-style-type: none"> <li>● Best Practices are implemented and observed within daily lessons (Language and mastery objectives, agendas, engagement strategies)</li> <li>● Observations reflect the implementation of or need for best practices</li> <li>● Professional Development is embedded to target these areas, such as book clubs</li> </ul>	<ul style="list-style-type: none"> <li>● MTSS Blueprint and Mobilization Guide</li> </ul>
1.2) Identify additional targeted supports (Tier 2) driven by data that supports differentiation for academic, behavioral and/or social emotional needs to promote growth.	School Administration PPS Director Sped Coordinators Directory of Curriculum, Instruction and Technology Teachers Guidance Team	2021-2023	<ul style="list-style-type: none"> <li>● Attendance at professional development with feedback provided</li> <li>● PLC agendas and minutes</li> <li>● Classroom observations</li> <li>● Outline of Tier II supports at NMS</li> </ul>	<ul style="list-style-type: none"> <li>● Time for Meetings</li> <li>● Funding for Professional Development &amp; Substitute Coverage</li> <li>● MPS Budget</li> <li>● Title I or Title II Grant Funding</li> </ul>
1.3) Identify explicit, focused interventions that occur individually or in very small groups to support student growth academically,	PPS Director School Administration Sped Coordinators	2021-2023	<ul style="list-style-type: none"> <li>● Specially Designed Instruction are implemented and reflected in student IEPs</li> </ul>	<ul style="list-style-type: none"> <li>● Professional Learning Community Meeting Time (bi-monthly or monthly)</li> </ul>

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behaviorally and/or socially emotionally (Tier 3).	Special Education Specialist  Teachers		<ul style="list-style-type: none"> <li>• Data analyzed for intervention effectiveness</li> <li>• General educators are able to identify instructional strategies to support learning differences for students</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly Department Meeting Time with Special Education Coordinator</li> </ul>
<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>
1.4) Consistently implement Lexia across all grades to support Tier II and Tier III struggling readers	NMS Administrators  ELA Department  Faculty and Staff  Technology Department Support	2021-2022	<ul style="list-style-type: none"> <li>• Student Minutes are met in Lexia</li> <li>• Students are consistently using Lexia to close the gap</li> <li>• Data reports are run 3-5 times a year to identify strengths and areas of needing support</li> <li>• Data reports are used as part of CST meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Grant Funds-ESSER II</li> </ul>
1.6) Create leveled book rooms for each grade level with various genres	NMS ELA Committee  Principal	March 2021-June 2022	<ul style="list-style-type: none"> <li>• Grade Level Book Rooms are created and organized</li> <li>• Book Rooms are full of various texts and genres for student access</li> </ul>	<ul style="list-style-type: none"> <li>• Grant Funding</li> </ul>
1.7) Train ELA department on implementing Interactive Read Alouds on a consistent basis	ELA Department  Administrators at NMS	Sept. 2021-June 2022	<ul style="list-style-type: none"> <li>• Professional Development Planned</li> <li>• Implementation of Interactive Read Alouds in each grade and ELA classes</li> </ul>	<ul style="list-style-type: none"> <li>• Title I and Title II Grant</li> <li>• Lesley Literacy Coaches</li> </ul>
1.8) Continue to train a staff member for development around the Lesley Literacy Model	Principal  Curriculum Director  Department Leaders		<ul style="list-style-type: none"> <li>• Professional Development is implemented to train staff</li> <li>• Observations</li> <li>• Common Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• PLC, Faculty Meetings, and Professional Development Time</li> </ul>

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<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>
1.9) Develop a schedule for administration of unit assessments and/or common benchmark assessments in core academic areas	Administration Department Leaders Teachers	2021-2022	<ul style="list-style-type: none"> <li>● Curriculum Guides</li> <li>● Edulastic Common Assessments</li> <li>● Lexia Data Reports</li> <li>● Database of student assessment scores</li> <li>● Use of Benchmark Assessment Kits, as needed</li> </ul>	<ul style="list-style-type: none"> <li>● Support from administration and faculty</li> <li>● Funding for Professional Texts and resources</li> <li>● Department Meetings and Professional Development Time</li> <li>● Support from administration and PD</li> <li>● Grant Funding</li> <li>● Operational Budget</li> </ul>
1.10) Explore successful Middle School RTI Models in other districts	Administration Building Based Committee	2021-2022	<ul style="list-style-type: none"> <li>● Information and data collected to be used in establishing model at NMS</li> <li>● Different RTI models are shared out with Administration and Faculty</li> <li>● Visit to other schools take place, if possible</li> </ul>	<ul style="list-style-type: none"> <li>● Professional Development Time</li> <li>● Funding to attend different RTI models, as applicable</li> <li>● Funds for Travel</li> <li>● Grant Funds and/or School Budget</li> </ul>
1.11) Implement and monitor the impact of the revised Nichols Middle School Mathematics curriculum.	Principal Curriculum Director Department Leaders Teachers	2021-2022	<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>

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<b>School Goal #2:</b> To embed Social Emotional Learning strategies and best practices into all of Nichols Middle School student's academic and school-wide experiences throughout the school year.				
<b>Connection to District Strategic Plan:</b> Goal B - Culture of Excellence (B-1 & B-2) Goal C - Culture of Well-Being (C-2 & 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>
2.1) Begin to identify and implement expected social emotional learning practices into our daily and weekly routines to support all learners	NMS Administration  NMS Faculty and Staff	2021-2022	<ul style="list-style-type: none"> <li>● Focused Professional Development around SEL</li> <li>● Expectations are identified in Common Areas and are, Practiced &amp; Reinforced by all staff</li> <li>● PLC and PD Time are designated to support SEL</li> </ul>	<ul style="list-style-type: none"> <li>● Support from Administration &amp; Faculty</li> <li>● Grant Funding</li> <li>● PLC Meetings</li> <li>● Operational Budget</li> <li>● Professional Development Opportunities</li> </ul>
2.2) Continue consistent implementation of Character Strong Curriculum	NMS Administration  NMS Faculty and Staff	2021-2022	<ul style="list-style-type: none"> <li>● Lessons are implemented weekly</li> <li>● Observations of lessons and students engagement with Character Strong Acts</li> </ul>	<ul style="list-style-type: none"> <li>● School Budget</li> </ul>
2.3) Explore Middle School SEL Programs and curriculums	Administrators  Guidance and School Psych.  Teachers & Staff	2021-2022	<ul style="list-style-type: none"> <li>● Attend SEL professional development opportunities</li> <li>● Rating scale and feedback from PD exploration</li> </ul>	<ul style="list-style-type: none"> <li>● Operational Budget and/or Grant Funding</li> </ul>
2.4) Implement an SEL screener with staff to identify greatest needs in order to provide supports	PPS Director  Guidance Team  Administration	2021-2022	<ul style="list-style-type: none"> <li>● Identify the screener</li> <li>● Pilot the screener with teachers</li> <li>● Collect the data</li> <li>● Revise screener as needed</li> </ul>	<ul style="list-style-type: none"> <li>● Meeting Time</li> <li>● Budget for Screener, if applicable</li> </ul>

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2.5) Administer bi-monthly student surveys and analyze and act on their input, as applicable	Administration Guidance Department Teachers Students	2021-2022	<ul style="list-style-type: none"> <li>● Surveys are administered and reviewed for feedback</li> <li>● Steps are taken based on feedback when applicable</li> </ul>	<ul style="list-style-type: none"> <li>● Monthly Meeting Time</li> </ul>
2.6) Reinstate after-school enrichment for students, such as Tiger Trails	NMS Administration Faculty & Staff	2021-2022	<ul style="list-style-type: none"> <li>● After School Enrichment clubs are running</li> <li>● Students are attending and providing feedback</li> </ul>	<ul style="list-style-type: none"> <li>● School Budget</li> <li>● Grants</li> </ul>

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**School Goal #3:**

Enhance professional learning community practices that celebrates successes, identifies areas of growth, and strives to continually improve practices through positive relationships and a shared growth mindset.

**Connection to District Strategic Plan:** Goal B - Culture of Excellence (B-1 & B-2) & 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>
3.1) Establish the core understanding and belief that all students can be successful with appropriate supports with a unified vision and mission statement	Administration Faculty & Teachers Students	2021-2022	<ul style="list-style-type: none"> <li>• Mission and Vision are created, shared and acted upon</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly Meeting Time</li> </ul>
3.2) Create a committee to analyze behavioral data on a monthly or bimonthly basis to determine trends and areas needing improvement	Administrators Teachers Guidance	Oct.. 2021-June 2022	<ul style="list-style-type: none"> <li>• Meetings take place monthly or bi-monthly and discipline trends are identified</li> <li>• Based on data, actions steps will take place to make a plan to remedy any areas of concern</li> <li>• Highlight areas of improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Time allocated for meetings</li> <li>• Potential Funds for Professional Development Depending on outcomes</li> </ul>
3.3) Intentionally review and revise school documents, curriculum and policies to reflect non-bias and gender neutral language	District Administrative Team NMS Administrators Faculty	Aug. 2021-Sept. 2022	<ul style="list-style-type: none"> <li>• School documents revised, for example School Handbook language and policies</li> <li>• Student texts and literature</li> </ul>	<ul style="list-style-type: none"> <li>• Potential PD needed to gain a better understanding of creating non-bias and gender neutral documents</li> </ul>
3.4) To attend professional development opportunities related to understanding implicit bias for faculty and staff	NMS Administrators Faculty & Staff	June 2021-August 2022	<ul style="list-style-type: none"> <li>• Attendance at workshops</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Development</li> </ul>



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3.5) To create a plan to support Social and Racial Justice and how to navigate these topics at the middle school level	School Administration District Administration Support	August 2021-June 2022	<ul style="list-style-type: none"> <li>• Shared resources and reflection of PD during monthly meetings</li> <li>• Plan is created and outlined for the following year</li> </ul>	<ul style="list-style-type: none"> <li>• registration fees and travel, as applicable</li> <li>• Professional Development registration fees and travel, as applicable</li> </ul>
3.6) Start a partnership with the Anti Defamation League (ADL)	School Administration	Sept. 2021-June 2022	<ul style="list-style-type: none"> <li>• Partnership has been established</li> <li>• Conversations have taken place to support NMS</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
3.7) Increase use of our website and social media platforms to promote and celebrate our school and student's accomplishments	NMS Administration Teachers	June 2021-June 2022	<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>
3.8) Create a gender support plan for NMS	NMS Administration Guidance Department PPS Administrator	August 2021-June 2022	<ul style="list-style-type: none"> <li>• Plan is created and implemented</li> <li>• Plan is shared and explained to staff</li> <li>• Review use of plan at the end of the year for its effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>• No Budget Needed</li> </ul>
3.9) Provide training to school families and staff in regards to gender identity	NMS Administration Guidance Department Director of PPS	August 2021-June 2022	<ul style="list-style-type: none"> <li>• Staff has been trained and aware of plan</li> <li>• Presentations for families is offered and attended</li> </ul>	<ul style="list-style-type: none"> <li>• Grant Funding for Presenters</li> </ul>

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3.10) Continue our “ROAR Awards” and “Tiger Stripes” Character Recognition programs.	Administration Teachers Students	September 2021-June 2022	<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>
<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>
3.11) Continue to build staff awareness and application of Restorative Justice practices to building student-staff relationships	Administration Guidance Team Teachers Students	September 2021-June 2022	<ul style="list-style-type: none"> <li>• Restorative Justice practices are taught, reviewed and implemented throughout the school year and daily with students</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Development Opportunities (in-house or outside of district)</li> </ul>
3.12) Create Professional Development opportunities based on the interest and/or needs of the school.	NMS Administration PPS Director Directory of Curriculum & Instruction and Technology Faculty	2021-2022	<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>
3.13) Continue to create opportunities for faculty and staff to collaborate on important school topics: Curriculum, Assessments, Culture, PBIS, Literacy, Best Practices, Co-Teaching	Administration Faculty & Staff	2021-2022	<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>• PLC, Faculty Meeting and PD Time</li> </ul>

**John T. Nichols, Jr. Middle School, 2021-2022 School Improvement Plan**

**Goal 4:** To maintain safe and up-to-date facilities that promote a positive learning environment in alignment with 21st Century teaching and learning.

**District Strategic Plan:** Culture of Innovation and Achievement (A-3 & A-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>
4.1) To repave Tiger Drive and Parking Lot and Bus Loop	Director of Maintenance Superintendent	2022-2023	<ul style="list-style-type: none"> <li>● Repaved driveway and parking lot</li> </ul>	<ul style="list-style-type: none"> <li>● Town Budget</li> </ul>
4.2) Maintain the structural integrity of NMS building	Director of Maintenance Custodians	On-going	<ul style="list-style-type: none"> <li>● Replace roofing tiles that are missing</li> <li>● Rubber baseboard trim around interior posts</li> <li>● Floor tiles as neededneeded</li> </ul>	<ul style="list-style-type: none"> <li>● Operational Budget</li> </ul>
4.3) Continue Maintenance of grounds	Director of Maintenance Park Department Custodians	On-going	<ul style="list-style-type: none"> <li>● Sidewalks maintained</li> <li>● Lighting in working condition</li> </ul>	<ul style="list-style-type: none"> <li>● Relationship with Park Department</li> <li>● Budget-Maintenance/School</li> </ul>
4.4) Create outdoor classroom space	Director of Maintenance Custodians Administration	2022-2023	<ul style="list-style-type: none"> <li>● Area is designated on school grounds</li> <li>● Outdoor tables have been ordered and placed outside</li> <li>● Outdoor space is utilized by students and staff</li> </ul>	<ul style="list-style-type: none"> <li>● PTA</li> <li>● Grant Funding</li> <li>● School Budget</li> </ul>
4.5) Keep up with the aesthetics of the school	NMS Head Custodian NMS Custodial Staff	2021-2022	<ul style="list-style-type: none"> <li>● Posts in cafeteria</li> <li>● Upkeep of Tiles</li> <li>● Seal of Windows</li> <li>● AC Units</li> </ul>	<ul style="list-style-type: none"> <li>● School Budget</li> <li>● Maintenance Budget</li> </ul>