

Middleborough Public Schools

**John T. Nichols, Jr. Middle School
School Improvement Plan
2022-2023**



2021-2022 School Council Members:

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| Brianne Kessimian, Parent | Paula Lauzon, Parent |
| Amy Anderson, Math 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 our instructional practices in order to better support student learning, engagement, and continuous achievement.
- 2) To promote and implement social emotional learning strategies into our students' school-wide experiences throughout the school year.
- 3) To re-establish a school culture built on maintaining class, team, grade and school-wide agreements and expectations that strengthen our community of learners and educators while building positive relationships within our school community
- 4) To maintain a safe and up-to-date facility that fosters a positive learning environment in alignment with 21st Century teaching and learning.

John T. Nichols, Jr. Middle School, 2022-2023 School Improvement Plan

| School Goal #1: To improve our instructional practices in order to better support student learning, engagement, and continuous achievement. | | | | |
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| Connection to District Strategic Plan: (A) Culture of Innovation and Achievement (A-1, A-2, & A-3) | | | | |
| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 1.1) To consistently implement evidenced-based, inclusive practices (Tier 1) to support all learners. | NMS School Administration Special Education Director Sped Coordinators Director of Curriculum, Instruction Teachers Guidance Team | 2022-2023 | <ul style="list-style-type: none"> Best Practices are implemented and observed within daily lessons (Language and mastery objectives, agendas, engagement strategies, scaffolding) Observations reflect the implementation of or the need for best practices Professional Development is embedded to target these areas | <ul style="list-style-type: none"> PLC Time Department Meeting Time Professional Development |
| 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. | NMS School Administration Special Education Director Sped Coordinators Director of Curriculum and Instruction Teachers Guidance Team | 2022-2023 | <ul style="list-style-type: none"> Attendance at professional development with feedback provided PLC agendas and minutes Classroom observations Use of Panorama data Outline of Tier II supports at NMS CST student data-Behavior/Academic plans | <ul style="list-style-type: none"> Time for Meetings Funding for Professional Development & Substitute Coverage MPS Budget Grant Funding |

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| <p>1.3) Identify explicit, focused interventions that occur individually or in very small groups to support student growth academically, behaviorally and/or socially emotionally (Tier 3).</p> | <p>Special Education Director NMS School Administration Special Education Coordinator Special Education Specialist Teachers</p> | <p>2022-2023</p> | <ul style="list-style-type: none"> ● Specially Designed Instruction are implemented and reflected in student IEPs ● Data analyzed for intervention effectiveness ● General educators are able to identify instructional strategies to support learning differences for students | <ul style="list-style-type: none"> ● Professional Learning Community Meeting Time (bi-monthly or monthly) ● Monthly Department Meeting Time with Special Education Coordinator |
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| <p>Action Plan/ Improvement Strategies</p> | <p>Person(s) Responsible</p> | <p>Timeline</p> | <p>Measurement and Outcomes</p> | <p>Resource(s) and/or Funding Source</p> |
| <p>1.4) Provide continuous co-teaching professional development with special education and general education teaching teams</p> | <p>Director of Special Education Special Education Coordinator and Special Education Support Specialist NMS Administration</p> | <p>2022-2023</p> | <ul style="list-style-type: none"> ● RISE Training and continued PD on co-teaching models ● Follow through of inclusive practices and co-teaching models | <ul style="list-style-type: none"> ● Professional Development Time ● Grant Funded ● Substitute Coverage |
| <p>1.5) Purchase and administer STAR 360 benchmark assessment system for Math and ELA</p> | <p>Director of Curriculum and Instruction NMS Administration Technology Coordinator Teachers</p> | <p>2022-2023</p> | <ul style="list-style-type: none"> ● Technology platform purchased ● Training for administrators and faculty ● Students are assessed three times a year | <ul style="list-style-type: none"> ● Grant Funded ● District's Operational Budget |
| <p>1.6) Implementation of data meetings three times a year or as needed</p> | <p>District's Curriculum Department NMS Administration</p> | <p>2022-2023</p> | <ul style="list-style-type: none"> ● Data training has taken place and collected ● Meetings are held and next steps for student | <ul style="list-style-type: none"> ● Grant Funded ● Department and PLC Meeting Time ● Professional Development |

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| | Special Education Coordinators & Teachers | | achievement are outlined | |
| 1.7) Implement writing benchmarks three times a year | Director of Curriculum and Instruction NMS Administration Literacy Coach ELA Department | 2022-2023 | <ul style="list-style-type: none"> • Writing benchmarks are administered three times a year • Writing samples are reviewed and collaborated with ELA department • Writing instruction is geared towards meeting student needs | <ul style="list-style-type: none"> • Grant Funded for Curriculum Work • Professional Development Meeting Time • Department Meeting Time |
| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 1.7) Train staff on analyzing student data and identifying next instructional steps | District's Curriculum Department NMS Administration & Special Education Coordinator Faculty | 2022-2023 | <ul style="list-style-type: none"> • Analyze MCAS data • Schedule Benchmark Data Meetings • Train staff on how to look at and use data | <ul style="list-style-type: none"> • Monthly Meeting Time and Department Meetings • Professional Development Opportunities |
| 1.8) Continue to revisit the ELA Curriculum and plan units of instruction to support a revised ELA Model at NMS | District's Curriculum Department Department Leaders & Literacy Coach NMS Administrative Team ELA Teachers | 2022-2023 | <ul style="list-style-type: none"> • Training and coaching for staff takes place • Peer coaching with pre and post conferences • Units of instruction are created by ELA department | <ul style="list-style-type: none"> • PLC, Faculty Meetings, and Professional Development Time • Curriculum Budget • Professional Development Opportunities |
| 1.9) Provide coaching to our ELA teachers to support | District's Curriculum Department | 2022-2023 | <ul style="list-style-type: none"> • Coaching schedule is implemented | <ul style="list-style-type: none"> • Grant Funded |

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| implementation of curriculum initiatives | Department Leaders & Literacy Coach ELA Teachers and Special Education Teachers | | <ul style="list-style-type: none"> Coaching meetings and observations took place Implementation of current ELA model is observed | <ul style="list-style-type: none"> Professional Development Opportunities |
| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 1.10) Consistently implement Sheltered English Immersion (SEI) best practices to support our English Language Learners (ELLs) | District's Curriculum Department NMS Administrative Team Faculty and Staff EL Teacher | 2022-2023 | <ul style="list-style-type: none"> Provide training for educators who need support EL strategies are implemented and revised to support the levels of each EL student | <ul style="list-style-type: none"> Professional Development Time, and Early Release Days Substitute Coverage |
| 1.11) Develop an assessment schedule for common and benchmark assessments in core academic areas | NMS Administration Department Lead Teachers Teachers | 2022-2023 | <ul style="list-style-type: none"> Assessment schedule outlined and implemented by department Edulastic and Star 360 Assessments administered Database of student assessment scores | <ul style="list-style-type: none"> Department Meetings and Professional Development Time Support from administration and PD Grant Funded Operational Budget |
| 1.12) Vertical conversations in all content areas 5th to 9th | Director of Curriculum and Instruction Department Leaders & Coaches NMS Administrative Team Faculty and Staff | 2022-2023 | <ul style="list-style-type: none"> Meeting time is established to engage in vertical conversations and cross curricular engagement | <ul style="list-style-type: none"> Meeting Time Provided through PLC and Department Time |
| 1.13) Develop a defined process for student placement into Algebra and Pre-algebra | Director of Curriculum and Instruction STEM Coordinator NMS Administrative Team Math Department Lead Teachers and Math Department | 2022-2023 | <ul style="list-style-type: none"> Process of collecting data points as well as identifying student motivation, independence and engagement are clearly defined | <ul style="list-style-type: none"> Department Meeting Time |

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| | | | <ul style="list-style-type: none"> Data collection form is created and rank ordered | |
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| <p>School Goal #2: To promote and implement social emotional learning strategies into our students' school-wide experiences throughout the school year.</p> <p>Connection to District Strategic Plan: Goal (C) Culture of Well-Being (C-1, C-2, C-3 & C-4)</p> | | | | |
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| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 2.1) Engage in Multi-tiered Systems and Supports (MTSS) through DESE | Director of Student Services MTSS Coaches and Committee NMS Administration NMS Faculty and Staff | 2022-2023 | <ul style="list-style-type: none"> Focused Professional Development around school culture and PBIS Expectations in Common Areas Identified, Practiced & Reinforced Attendance at MTSS conference/meeting days Updates from team at staff meetings | <ul style="list-style-type: none"> Support from Administration & Faculty Grant Funded PLC Meetings Operational Budget-Substitute Coverage |
| 2.2) Continue implementation of Character Strong Curriculum | NMS Administration NMS Faculty and Staff | 2022-2023 | <ul style="list-style-type: none"> Lessons are implemented weekly Observations of lessons and students engagement with Character Strong lessons | <ul style="list-style-type: none"> School Budget |
| 2.3) Analyze Panorama data on a monthly basis to determine trends and areas needing improvement | NMS Administrators | 2022-2023 | <ul style="list-style-type: none"> Meetings take place monthly and discipline trends are identified | <ul style="list-style-type: none"> Time allocated for meetings |

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| | Teachers Guidance | | <ul style="list-style-type: none"> Based on data actions steps will take place to make a plan to remedy any areas of concern | <ul style="list-style-type: none"> Potential Funds for Professional Development Depending on outcomes |
| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 2.4) Administer and evaluate SEL screener data with staff to identify trends and focus areas needing support | Director of Student Services NMS Administrative Team Guidance Department Faculty and Staff | 2022-2023 | <ul style="list-style-type: none"> Identify and administer the screener Collect and analyze data with teachers and guidance Identify next steps | <ul style="list-style-type: none"> Meeting Time Budget for Screener, if applicable Training for faculty and staff |
| 2.5) Plan grade level and team meetings to review and support SEL skills, expectations, social media dynamics, diversity etc. | NMS Administrative Team Guidance Faculty and STaff | 2022-2023 | <ul style="list-style-type: none"> Teachers review Panorama data throughout the school year to support students Student supports are documented in Panorama as applicable | <ul style="list-style-type: none"> Grant Funded Team Time and PLC Meeting Times Faculty Meetings |
| 2.6) Realign of Tier III program(s) to be consistent with district programs | Special Education Director Director of Student Services NMS Administration Counselors | 2022-2023 | <ul style="list-style-type: none"> The SUMMIT program has a clear structure of routines and supports Aligned with high school RISE Program | <ul style="list-style-type: none"> Funding for applicable staff and resources, as needed School Budget |
| 2.7) Continue to provide and expand upon after-school enrichment opportunities | NMS Administration Faculty & Staff | 2022-2023 | <ul style="list-style-type: none"> After School Enrichment clubs are running | <ul style="list-style-type: none"> School Budget Grants |

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| | | | <ul style="list-style-type: none"> • Students are attending and providing feedback | |
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School Goal #3:
 To reestablish a school culture built on maintaining class, team, grade and school-wide agreements and expectations that are the working relationships that strengthen our community of learners and build positive relationships with families.

Connection to District Strategic Plan: Goals (B) Culture of Excellence (B-1& B-2) & Culture of Well-Being (C-4)

| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
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| 3.1) Continuously review and revise school related documents, to reflect non-bias and gender neutral language | District Administrative Team NMS Administrators Administrative Assistants Faculty | 2022-2023 | <ul style="list-style-type: none"> • School documents revised, for example School Handbook language and policies • Student texts and literature | <ul style="list-style-type: none"> • Potential PD needed to gain a better understanding of creating non-bias and gender neutral documents |
| 3.2) To provide professional development opportunities related to understanding implicit bias for faculty and staff | NMS Administrators Faculty & Staff | January 2023-June 2023 | <ul style="list-style-type: none"> • Attendance at workshops • Shared resources and reflection of PD during monthly meetings | <ul style="list-style-type: none"> • Professional Development registration fees and travel, as applicable • Grant Funding for ADL Training |
| 3.3) Partner with MHS World of Difference Work | NMS Administrators Faculty & Staff | 2022-2023 | <ul style="list-style-type: none"> • Partnership has been established • Conversations have taken place to support NMS • Professional Development and trainings have taken place | <ul style="list-style-type: none"> • Professional Development Money • Grant Funded |

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| 3.4) Implement Coffee with the Principal Meetings | NMS Administrators Special Education Coordinator | Oct. 2022-May 2023 | <ul style="list-style-type: none"> Nights are planned, implemented and attended by NMS families Agenda Survey for Feedback and ideas for future meetings | <ul style="list-style-type: none"> School/Curriculum Budget Grant Funds for Guest Speakers where applicable |
| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 3.5) Continue our “ROAR Awards” and “Tiger Stripes” Character Recognition programs. | Administration Teachers Students | 2022-2023 | <ul style="list-style-type: none"> More students recognized for incremental growth. Academic and social emotional achievement | <ul style="list-style-type: none"> Support from Faculty and Administration Faculty Meeting Time Student Activities Account |
| 3.6) Implement Student Assembly Meetings to Address Various Student Needs | NMS Administrative Team Counselors Family Resource Center Faculty & Staff | 2022-2023 | <ul style="list-style-type: none"> Look at student survey data, discipline and behavioral needs to determine focus areas to address Monthly meetings take place to support needs | <ul style="list-style-type: none"> Meeting Time to plan Student Activity Account as applicable PTA Support |
| 3.7) Continue to build staff awareness and application of Restorative Justice practices to building student-staff relationships | NMS Administration Guidance Team Teachers Students | 2022-2023 | <ul style="list-style-type: none"> Restorative Justice practices are taught, reviewed and implemented throughout the school year and daily with students | <ul style="list-style-type: none"> Professional Development Opportunities (in-house or outside of district) School Budget Grants, if applicable |

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

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| District Strategic Plan: Culture of Well-Being | | | | |
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| Action Plan/ Improvement Strategies | Person(s) Responsible | Timeline | Measurement and Outcomes | Resource(s) and/or Funding Source |
| 4.1) Continue to replace floor tiles missing in cafeteria and throughout the school as needed | Director of Maintenance NMS Custodians | | <ul style="list-style-type: none"> • Tiles are replaced where needed | <ul style="list-style-type: none"> • Maintenance Budget |
| 4.2) Continue Maintenance of grounds | Director of Maintenance Park Department Custodians | On-going | <ul style="list-style-type: none"> • Sidewalks maintained • Lighting in working condition • Fields are leveled and well groomed for play • Upkeep of the cross country trail • Basketball court and nets are maintained | <ul style="list-style-type: none"> • Relationship with Park Department • Maintenance and School Budget |
| 4.3) Create outdoor classroom space | Director of Maintenance Custodians NMS Administrative Team | 2022-2023 | <ul style="list-style-type: none"> • Area is designated on school grounds • Outdoor tables have been ordered and placed outside • Outdoor space is utilized by students and staff | <ul style="list-style-type: none"> • PTA Support • Grant Funded |
| 4.4) Continue to keep up with the aesthetics of the school | Head Custodian Maintenance Department | 2022-2023 | <ul style="list-style-type: none"> • Posts in cafeteria • Seal of Windows • AC Units for Auditorium • Rubber baseboard trim around interior posts | <ul style="list-style-type: none"> • School Budget • Maintenance Budget |
| 4.5) Continue to replace carpeted classrooms to tile | Director of Maintenance Head Custodian NMS Administrative Team | 2022-2023 | <ul style="list-style-type: none"> • 2 or 3 classrooms done a year until all are complete, pending budget allowance | <ul style="list-style-type: none"> • School Budget • Maintenance Budget |
| 4.6) Update Brightlinks in each classrooms as budget allows | Technology Coordinator NMS Administrative Team | 2022-2023 | <ul style="list-style-type: none"> • Whiteboards are replaced based on need | <ul style="list-style-type: none"> • Technology Budget • Grants, if applicable |

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| 4.7) Maintain 1:1 Chromebook devices for student use | Technology Coordinator NMS Administrative Team | 2022-2023 | ● Each student has a 1:1 working Chromebook | ● Budget for Replacement Parts and New Chromebooks |
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