

## Wachusett Regional School District - School Improvement Plan (SIP)

<b>School:</b>	Central Tree Middle School	<b>Plan Duration (Years):</b>	2019-2022
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Goal Description			
<b>Goal Number:</b>	1	<b>Goal Title:</b>	Common Assessment Development, Implementation and Analysis
<b>S.M.A.R.T. Goal</b>	By the end of the 2020-2021 school year, all teachers of core subjects (math, science, social studies, ELA) will have aligned their curriculum grades 6-8. This includes identifying the Power Standards, establish what proficiency looks like with those standards and develop assessments to measure proficiency. During reflective practice, Teachers will identify appropriate intervention strategies for students, and adjust instructional practices accordingly as measured by CPT minutes, meeting observations and student outcomes.		

Goal Details and Performance Indicators	
<b>Rationale for Goal:</b>	Ensuring that all students at CTMS are receiving the highest quality, most consistent instruction in every classroom to best prepare them for high school and beyond.
<b>Strategic Plan Alignment [Domain, Strategic Objective, and Strategic Initiative]</b>	Domain 2: Aligned Curriculum Strategic Objective: Develop a consistently implemented and vertically aligned Pre K-12 Curriculum.
<b>Anticipated Outcomes (Interim and Final)</b>	<p><b>Interim Outcomes:</b></p> <ul style="list-style-type: none"> <li>● By the end of the 2019-2020, all Teachers will have started the work of aligning curriculums with their colleagues across the District 6-8. This will include identifying power standards, establishing what proficiency looks like and developing assessments throughout.</li> </ul>

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	<ul style="list-style-type: none"> <li>• By the end of the 2020-21, Teachers will have analyzed their instruction and student outcomes and appropriate adjustments to practice will be made. This will be an ongoing process.</li> </ul> <p><b>Final Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Ensure that all students in all core subjects are adequately prepared for and complete multiple assessments over the course of each school year.</li> <li>• Ensure that assessment results are systematically and collaboratively analyzed vertically and horizontally by all relevant staff and results are used to improve instruction for all.</li> </ul>
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<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
By September 1, 2019 all professional staff will have received explicit direction relative to expectations for the alignment of the curriculum 6-8	P.D. days, Faculty meeting time,	ongoing
By the end of the 2019-2020 school year, ELA, Math and Science staff will have identified power standards, come to a common understanding of what proficiency is in each and have developed ways to assess that.	Administrative oversight, professional collaboration, feedback on assessments as developed	ongoing
By December of 2020, All Teaching staff will have identified power standards, come to a common understanding of what proficiency is in each and have developed ways to assess that.	Administrative oversight, professional collaboration, feedback on assessments as developed	ongoing
Staff will be trained as needed on how to analyze results and make appropriate adjustments to practice.	Administrative oversight, professional collaboration, feedback on assessments as developed	ongoing

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Goal Description			
<b>Goal Number:</b>	2	<b>Goal Title:</b>	Increased systematic collaboration within school and across district
<b>S.M.A.R.T. Goal</b>	By the end of the 2020-21 school year, 100% of professional teaching staff will have observed colleague(s) in order to improve their instructional practices and overall student outcomes as measured by feedback from staff and Administrative observations.		

Goal Details and Performance Indicators	
<b>Rationale for Goal:</b>	Given the vast expertise and experience found within our school and across the district, increased and more focused collaboration will lead to increased student achievement.
<b>Strategic Plan Alignment [Domain, Strategic Objective, and Strategic Initiative]</b>	Domain 4: Professional Development & Structures for Collaboration Strategic Objective: Systems, structures, and protocols are in place and used to guide collaborative discussions to improve implementation of the curriculum and instructional practices.
<b>Anticipated Outcomes (Interim and Final)</b>	<p><b>Interim Outcomes:</b></p> <ul style="list-style-type: none"> <li>● By the end of June 2020 ,100% of professional teaching staff will have been trained in protocols of peer observation.</li> <li>● By the end of the 2020-2021 school year, 100% of professional teaching staff will have observed colleagues' instruction at least once in the course of the school year.</li> </ul> <p><b>Final Outcomes:</b></p> <ul style="list-style-type: none"> <li>● Provide the mechanism and required training to building based teams on how to follow and use a team process and protocols.</li> <li>● Monitor implementation process and make adjustments based upon student learning data.</li> </ul>

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<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Train all professional teaching staff in common protocols and procedures for peer observation by the end of June 2020	PD time, common rubric	At least one two-hour PD session
Maintain,strengthen and/or develop a master schedule to facilitate peer observations best.	Administrative priority	Ongoing

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Goal Description			
<b>Goal Number:</b>	3	<b>Goal Title:</b>	Meeting student social-emotional and health needs
<b>S.M.A.R.T. Goal</b>	By the end of the 2020-2021 school year, students will demonstrate an increased understanding of social /emotional skills in the identified targeted areas as measured by the end of the year Panorama SEL survey.		

Goal Details and Performance Indicators	
<b>Rationale for Goal:</b>	The social, emotional and health needs of our students’ are paramount and with limited resources we need to better focus our efforts in this area.
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	Domain 5: Students’ Social, Emotional and Health Needs Strategic Objective: Build an understanding of social, emotional and physical health as factors affecting learning.
<b>Anticipated Outcomes (Interim and Final)</b>	<p><b>Interim Outcomes:</b></p> <ul style="list-style-type: none"> <li>● By December of 2019-2020 school year, all CTMS staff will be aware of the major social/emotional focus areas for each of the three grade levels.</li> <li>● Ongoing is a social/emotional curriculum that includes the students and staff.</li> <li>● By June of 2020, students will improve to at least the 40th percentile in Sense of Belonging and Teacher Student Relationships as measured by the Panorama survey.</li> <li>● By the end of the 2020-2021 school year, all students will be in the 50th percentile or higher in all categories as measured by the Panorama Survey.</li> </ul> <p><b>Final Outcomes:</b></p> <ul style="list-style-type: none"> <li>● Students will have a variety of coping skills to draw upon to manage social, emotional and behavioral situations.</li> </ul>

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<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Collaboratively with administration, school psychologist and others, school counselor will implement social/emotional learning based on district-wide grade level themes.	time allocation, required curriculum resources	ongoing
A comprehensive plan for tier 2 and tier 3 social/emotional supports articulated and implemented by January of 2020.	time allocation, required curriculum resources	ongoing
Staff training on developing a Sense of Belonging and Teacher-Student Relationships by the end of January 2020	time allocation, staff support, required curriculum resources, schedule modification as necessary	ongoing

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Goal Description			
<b>Goal Number:</b>	4	<b>Goal Title:</b>	Development of tiered intervention system to systematically meet the academic needs of all students.
<b>S.M.A.R.T. Goal</b>	By the end of the 2019-2020 school-year, at least 25% of the students identified as high risk, will move out of that category to moderate, low or off altogether as measured by 2020 EWIS Data.		

Goal Details and Performance Indicators	
<b>Rationale for Goal:</b>	Based on Edwin Analytics data, CTMS needs to improve the performance of the students identified in EWIS at the high risk level in order to improve their academic, social/emotional and behavioral outcomes.
<b>Strategic Plan Alignment [Domain, Strategic Objective, and Strategic Initiative]</b>	Domain 3: Effective Instruction Strategic Objectives: 3A. Implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration. 3B. Systematically measure, analyze, and act upon student learning data.
<b>Anticipated Outcomes (Interim and Final)</b>	<p><b>Interim Outcomes:</b></p> <ul style="list-style-type: none"> <li>● By the end of December 2019, high risk students will be identified and receive targeted intervention in identified areas of weakness.</li> <li>● By the end of the 2019-2020 school year, at least 25% of the students identified as high risk, will move out of that category to moderate, low or off all together.</li> </ul> <p><b>Final Outcomes:</b></p> <ul style="list-style-type: none"> <li>● Instructional staff differentiate core instruction and assessments to meet the diverse needs of all learners.</li> </ul>

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<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Develop and carry out systematic approach for identifying and prioritizing students in need of specific, targeted remediation	time allocation, staff support	ongoing
Develop student learning goals to be able to analyze and measure student progress.	time allocation, staff support, required curriculum resources, schedule modification as necessary	ongoing
Train staff to analyze data collaboratively	time allocation, staff support	ongoing



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Goal Description			
<b>Goal Number:</b>	5	<b>Goal Title:</b>	Student,Parent,School, and Community Partnership
<b>S.M.A.R.T. Goal</b>	By the end of the 2020-2021 school year, the goal is to enhance the partnership between the parents,students,school and the community that will focus on effective communication with a common goal to ensure student progress and success academically,socially,emotionally and behaviorally. This will be measured by surveys,student results,observations and feedback from all the stakeholders.		

Goal Details and Performance Indicators	
<b>Rationale for Goal:</b>	Ensuring that ALL, who are part of the CTMS Community, are working and communicating effectively and efficiently always in the best interest of students.
<b>Strategic Plan Alignment [Domain, Strategic Objective, and Strategic Initiative]</b>	Domain 1: Leadership,Governance and Communication Strategic Objective 1C: Ensure that relevant information is communicated out to community stakeholders and is easily understood.
<b>Anticipated Outcomes (Interim and Final)</b>	<p><b>Interim Outcomes:</b></p> <ul style="list-style-type: none"> <li>● By the end of the 2019-2020, review surveys completed by the stakeholders to discuss changes/adjustments to our current communication systems</li> <li>● By the end of the 2020-21, have an adjusted communication system in place that is effective and efficient for all stakeholders.</li> </ul> <p><b>Final Outcomes:</b></p> <ul style="list-style-type: none"> <li>● To ensure we have a communication system in place that supports student outcomes(academic,social/emotional, and behavior)</li> </ul>

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<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
By December 1,2019 ,discuss this goal with all the stakeholders	P.D. days, Faculty meeting time, SIMCO	ongoing
By the end of the 2019-2020 school year, create, submit and review surveys from all the stakeholders( parents, students, staff, and community)	various meetings	ongoing
By September of 2020, have an adjusted communication plan that is implemented and communicated to all stakeholders.	various meetings	ongoing