

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

<b>School:</b>	Chocksett Middle School	<b>Plan Duration (Years):</b>	August 2016-June 2019
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Goal Description			
<b>Goal Number:</b>	1	<b>Goal Title:</b>	Establish an effective School Leadership Team
<b>Rationale for Goal:</b>	If there is an established leadership team, consisting of teachers from various grade levels and content areas; then we will establish a shared vision and responsibility for achieving that vision, including reaching identified learning targets.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	Leadership, Governance, and Communication 1A. Establish and communicate a clearly defined set of goals and strategic objectives to guide school improvement initiatives 1C. Ensure that relevant information is communicated out to community stakeholders and is easily understood.
<b>Strategic Initiative(s)</b>	Establish clear and common goals that support school improvement Use a variety of data sources to identify priorities Goals will be clearly communicated to stakeholders via multiple modalities Identify stakeholders in a tiered system of communication Communicate progress towards goals
<b>Final Outcomes [S.M.A.R.T. Goal(s)]</b>	Establish a collaborative school leadership team, consisting of teachers from various content areas and grade levels, to foster teacher leadership to create, facilitate and communicate a shared vision and responsibility for meeting established vision and 100% of SIP targets.
<b>Interim Outcomes</b>	Input into establishing goals, development of plans (including budget needs) to meet goals, establishing role/guidelines for communication.

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	Training in Professional Learning Communities and facilitation
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Implementation Benchmarks (Years 1-3)		
Action	Supports/Resources	Timeline/Frequency
Establish committee of teachers from a variety of content areas and grade levels	faculty meeting	September/once per year
Provide support/education on how to facilitate PLC's	trainer	Monthly October-January
Provide information for building budget process	meeting	November/December
Training on using Data to Drive Instruction (Driven By Data; Bambrick-Santoyo)	Books PD time	2017-2018 School Year
Facilitate grade level meetings focused on student achievement/data	time	Monthly beginning fall 2018

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Goal Description			
<b>Goal Number:</b>	2	<b>Goal Title:</b>	Establish a data team that, by spring 2020, monitors student achievement across disciplines and grade levels, and provides recommendations/supports to ensure all students are meeting identified proficiency targets.
<b>Rationale for Goal:</b>	If there are identified priority learning outcomes and a team of professionals that is proficient at identifying data points, interpreting data, using data to make decisions about student learning and instructional practices as well as facilitate		

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	<p>conversations regarding student learning data; then they can share their expertise with all staff, make recommendations regarding instructional practices grounded in achievement data, support teachers in monitoring student progress and make recommendations for remedial practices, and establish individual learning goals that all students will meet.</p>
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<b>Goal Details and Performance Indicators</b>	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	<p>Effective Instruction; Systematically measure, analyze, and act upon student learning data and implement evidence based instructional practices focused on critical thinking, creativity, and collaboration.</p>
<b>Strategic Initiative(s)</b>	<p>Staff will evaluate student work to plan and base instruction Staff will examine student achievement data to evaluate and monitor student learning and instructional practices Staff will develop assessments and evaluate student work based on common understanding of mastery level learning outcomes Students consistently receive constructive, targeted feedback as well as guidance on how to improve Staff will engage in ongoing focused, reflective, evidenced based discussions regarding effectiveness of instructional practices</p>
<b>Final Outcomes [S.M.A.R.T. Goal(s)]</b>	<p>95% of students at Chocksett Middle school will reach proficiency of identified learning targets, and the 5% not meeting proficiency will have clearly articulated learning goals by Fall 2019.</p>
<b>Interim Outcomes</b>	<p>Use Edwin’s “Watch List” to identify “at risk” students Identify and implement evidence based instructional strategies for writing, Establish priority learning standards Establish proficiency levels Identify data points or create assessments Work with leadership team on using data to drive instructional decisions Establish meeting “norms” and protocols</p>

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<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Use Edwin to identify at risk students and monitor their progress	Edwin access, meeting time,	Monthly meetings 1 hour
Collaborate with Houghton to monitor students writing progress	Empowering Writing training/support materials,	quarterly
Grow data team meetings cross content and grade level teams	education on using data to drive instruction/ establish meeting norms	monthly meetings year 3
Identify power standards and mastery for each core content area and grade level	district curriculum/time	ongoing

<b>School:</b>	Chocksett Middle School	<b>Plan Duration (Years):</b>	
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<b>Goal Description</b>			
<b>Goal Number:</b>	3	<b>Goal Title:</b>	Build a school climate that creates clear, positive, expectations built on core values and taught to students and incorporates a tiered level of supports for those students not meeting expectations.
<b>Rationale for Goal:</b>	If students come to school feeling safe and respected, learning appropriate strategies to manage various challenges they face in life then they will be more able to focus on learning resulting in improved student achievement.		

<b>Goal Details and Performance Indicators</b>
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<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	Students Social Emotional and Health needs. Build an understanding of social, emotional, and physical health as factors that affect student learning. Engage families and the community in a partnership to increase the school’s capacity to identify and address social and emotional health needs.
<b>Strategic Initiative(s)</b>	Identify effective research based practices that promote student health and incorporate a system of supports. Educate staff regarding student social, emotional, and physical needs. Maintain consistent protocols and communication across the school community. Enlist the support of local agencies to provide support to students and families.
<b>Final Outcomes [S.M.A.R.T. Goal(s)]</b>	By May 2020 <i>at least</i> 90% of Chocksett 7th and 8th graders will report knowing what is expected of them and that they are comfortable in school.
<b>Interim Outcomes</b>	Establish a School Culture Committee Establish core values that support the schools mission and vision. Develop school wide expectations. Develop and implement a comprehensive guidance curriculum Establish a tiered level of supports that incorporates DBT, mindfulness, positive behaviors supports

<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Establish a mission, a vision, and core values	School Climate Committee	Monthly meetings
Identify research based practices and establish staff buy-in	Consultation	ongoing
Implement tier 1 expectations	PBIS training	
Establish criteria for students to move to tier 2 and resources/strategies for intervention	PBIS	
Establish criteria for students to move to tier 3 and resources/strategies for	PBIS	

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intervention		
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Goal Description			
<b>Goal Number:</b>	4	<b>Goal Title:</b>	Chocksett staff will implement a variety of instructional practices proven to increase engagement and challenge students appropriately.
<b>Rationale for Goal:</b>	<i>If</i> educators implement evidence-based, high-quality instructional practices focused on critical thinking, creativity, and collaboration, and systematically measure, analyze, and act upon student learning data, <i>then all</i> students will be challenged to grow as individuals and global citizens.		

Goal Details and Performance Indicators	
<b>Strategic Plan Alignment [Domain &amp; Strategic Objective]</b>	Implement evidenced based, high quality instructional practices focused on critical thinking, creativity, and collaboration. Staff will regularly incorporate technology to support student learning, enhance student engagement, and work toward developing innovative instructional practices.
<b>Strategic Initiative(s)</b>	Staff will differentiate core instruction and assessment to meet the diverse needs of student, including effectively incorporating technology as a tool to help engage students, increase collaboration, and take ownership for learning. Ensure that level of technology and infrastructure is sufficient to meet student instructional needs. Support and train staff in integrating technology into the classroom environment that supports and engages students. Establish district wide and building based PLC's to research, pilot, and share best practices. Use technology to prepare students to be successful global citizens.

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<b>Final Outcomes</b> [S.M.A.R.T. Goal(s)]	100% of staff will differentiate instruction and assessment to appropriately challenge students so they meet identified proficiency markers.
<b>Interim Outcomes</b>	Co-Teaching, differentiation, data driven instruction, instructional technology, google classroom, PD opportunities

<b>Implementation Benchmarks (Years 1-3)</b>		
<b>Action</b>	<b>Supports/Resources</b>	<b>Timeline/Frequency</b>
Co-TEaching	PD two additional sped teachers	on-going
Differentiation	PD/Library Media Specialist	ongoing
Instructional Technology	PD/Committee/ Devices 1 to1?	
Wireless internet capabilities need to be improved	seamless Wireless network	Summer 2017
Identify power standards and mastery	PD time/curriculum office support	2016-17

## Wachusett Regional School District - 2016-2017 Annual School Action Plan

<b>School:</b>	Chocksett Middle School
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School Improvement Plan Goal			
<b>Goal Number:</b>	1	<b>Goal Title:</b>	Building Teacher Leaders

Goal Details and Performance Indicators	
<b>Final Outcomes (S.M.A.R.T. Goal(s) and Progress</b>	A school leadership team, consisting of 6 teachers from various disciplines and content areas will be trained in facilitating professional learning communities.
<b>Interim Outcomes and Progress</b>	identify teacher leaders set meeting dates set training dates

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Identify teacher leaders	buiding admin/staff		September
Identify trainings	leadership team	PD Money	oct-nov
Schedule trainings	buidling admin		oct-nov
Attend training sessions	leadership team	PD time	dec-april

Goal Assessment and Next Steps

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School Improvement Plan Goal			
<b>Goal Number:</b>	2	<b>Goal Title:</b>	Data Teams

Goal Details and Performance Indicators	
<b>Final Outcomes (S.M.A.R.T. Goal(s) and Progress</b>	By June 2017, the data team will have identified at least 3 sources or resources for data collection per grade level including proficiency levels for each source or resource.
<b>Interim Outcomes and Progress</b>	identify team members establish meeting norms identify data points & proficiency levels

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Identify data team members	Admin	faculty meeting time	Fall
Establish meeting norms	Admin/ Team	faculty meeting time	1st meeting
Identify data points and assessment	Team		Winter
Identify proficiency levels	Team		Spring
Report findings at monthly faculty meetings	Team Leader		Monthly

Goal Assessment and Next Steps
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## **Wachusett Regional School District - 2016-2017 Annual School Action Plan**

How do we use data in content areas, across grade levels and within our teams to improve instruction and improve student outcomes?

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<b>School:</b>	Chocksett Middle School
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School Improvement Plan Goal			
<b>Goal Number:</b>	3	<b>Goal Title:</b>	School Climate

Goal Details and Performance Indicators	
<b>Final Outcomes (S.M.A.R.T. Goal(s)) and Progress</b>	Build a school climate that creates clear, positive, expectations built on core values and taught to students.
<b>Interim Outcomes and Progress</b>	

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Research PBIS		research time	
Attend Conference			
Train Staff			
Create committee to form teacher/mentor/liason that follows target student throughout middle school during AE time.			
Survey staff for input on core values	Committee	Sruvey questions	November/December
Establish Core Values	Faculty	Faculty meeting time	January/February
Establish School Wide Behavioral Matrix	Committee	Meeting time/ PBIS support	Srping

Goal Assessment and Next Steps
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## Wachusett Regional School District - 2016-2017 Annual School Action Plan

2. Implement PBIS/Train? Core values revised to be kid friendly, adopt mindfulness/reflection practices.	PBIS Committee		Year 2
3. Implement PBIS/Oversight Positive assessment through out the day, especially in the morning. Positive notifications.	PBIS Committee		

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School Improvement Plan Goal			
<b>Goal Number:</b>	4	<b>Goal Title:</b>	Instructional Technology

Goal Details and Performance Indicators	
<b>Final Outcomes (S.M.A.R.T. Goal(s)) and Progress</b>	A committee of teachers (Instructional Technology Leadership Committee) will research and present to faculty a minimum of three effective uses of technology that enhance classroom instruction and propose a common platform where students/parents can access classroom assignments.
<b>Interim Outcomes and Progress</b>	Identify teachers interested in serving on technology committee Professional development time required

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Solicit volunteers for an Instructional Technology Learning Committee (ILTC)	Principal	Faculty Meeting	Winter
Establish which volunteers are appointed to committee	Chocksett Leadership Team/Principal	Leadership Meeting	Winter
Investigate effective uses of technology that enhance classroom instruction	ITLC	Professional Development Day	Winter
Research common platforms to be used school wide for students/parents to access classroom assignments	ITLC	Professional Development Day	Winter
Present findings to faculty	ITLC	Faculty Meeting	Spring
Train teachers to utilize identified platform	ITLC	Training	Winter

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School Improvement Plan Goal			
<b>Goal Number:</b>	5	<b>Goal Title:</b>	Best instructional practices

Goal Details and Performance Indicators	
<b>Final Outcomes (S.M.A.R.T. Goal(s)) and Progress</b>	A committee of teachers will research and identify instructional strengths and weaknesses at each grade level and develop a plan to utilize strengths and improve weaknesses.
<b>Interim Outcomes and Progress</b>	Establish a team of teachers to serve on the Best Instructional Practices Committee

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Identify priority learning standards	all staff	Professional Development Day	Fall
Define mastery and proficiency	all staff	Professional Development Day	Winter
Research types of questions and develop a staff survey to determine strengths and weaknesses in instructional practices	Best Instructional Practices Committee	Professional Development Day	Winter
Schedule Survey Date	Best Instructional Practices Committee	Faculty Meeting	Winter
Peer Observation	Best Instructional Practices Committee	Classroom Teachers	Winter

Goal Assessment and Next Steps
Establish best practices, identify individuals strengths and use them as a resource, identify global needs and research PD.

# **Wachusett Regional School District - 2016-2017 Annual School Action Plan**