

## Purpose

The purpose of the school improvement planning process is to establish a clear set of shared goals, aligned with the district's strategic plan, that inspire action and align efforts for student growth and achievement.

## 2021-22 Key Reflections

Key Reflections	Supporting Data & Representative Student Stories
Students were happy to have a more typical year.	Looking at the MS SEL survey data, we had great success welcoming students back to in person learning and letting them know we care about them. We went from 73% to 90% of students saying that “most teachers at my school care about students.”
Staff making a concerted effort to prioritize relationships, made a huge difference in our students' experience.	The SEL data goal was intended to be a multi-year goal, but with the tremendous turn around from 40% to over 80% of students feeling most teachers care about them as an individual, we know that most students felt good about the 2021-22 school year.
Students need to build back their learning endurance.	Quarter 2 grades showed us that 31% of students received one or more F's last year. I can also say with confidence that this did not improve as the year progressed.
Adults need to build back their in-person endurance.	I only have general observations and conversations with teachers to support this statement. I was told multiple times by multiple teachers how by the middle of March they felt like it was the end of the year. People were tired.
The middle school has work to do around equity.	Middle school data shows that our students of color received twice as many referrals, proportionally based on our demographics. In addition, we have half as many students of color participating in activities, based on our demographics.
The middle school staff is ready to welcome AVID into their classrooms.	We had a group of teachers lead AVID professional development one PLC a month plus 2 staff meetings a month. Survey showed that not only did people like what was being delivered, but they are excited to continue on this journey. Even our district survey on PLC's showed that the AVID portion was the most well received out of any of the topics.

The following goals are written with the intent to measure progress quarterly during the 2022-23 school year. All goals are written to equitably serve every student. Buildings are required to have a goal(s) for the People, Learner Outcomes, and Equity strategic commitments every year. Buildings are not required to have goals in Communication, Stewardship, and Partnerships every year.

People	
SMART Goal(s):	Quarterly Progress
<p><b><u>Family Engagement Goal:</u></b> (This is not a building goal, but an expectation that was created by a district work team and is fully supported by administration) Q1 and 3 core classes will send a Newsletter to all families and Q2 and 4 elective teachers will send a newsletter. Special education teachers will do quarterly progress reports for all students on their caseload. In addition, all families will receive at least two personalized messages from teachers their student sees every day and at least one from each teacher they see every other day.</p>	<ul style="list-style-type: none"> <li>● <b>Q1:</b> TBD</li> <li>● <b>Q2:</b> TBD</li> <li>● <b>Q3:</b> TBD</li> <li>● <b>Q4:</b> TBD</li> </ul> <p>We are working on a system to demonstrate progress with this expectation.</p>
<p><b><u>Employee Engagement Goal:</u></b> Staff will receive feedback concerning areas for improving their performance at least once per semester.</p>	<ul style="list-style-type: none"> <li>● <b>Q1:</b> Internal documentation and results from our family engagement survey.</li> <li>● <b>Q2:</b> Internal documentation and results from our family engagement survey.</li> <li>● <b>Q3:</b> Internal documentation and results from our family engagement survey.</li> <li>● <b>Q4:</b> Internal documentation and results from our family engagement survey.</li> </ul>

Learner Outcomes	
SMART Goal(s)	Quarterly Progress
Northfield Middle School will reduce the percentage of FRP students receiving one or more Q2 F's from 31% in 2022 to 9% by Q2 2025	<ul style="list-style-type: none"> <li>● <b>Q1:</b> Skyward grade report</li> <li>● <b>Q2:</b> Skyward grade report</li> <li>● <b>Q3:</b> Skyward grade report</li> <li>● <b>Q4:</b> Skyward grade report</li> </ul>
100% of Northfield Middle School teachers will implement AVID WICOR strategies into their classroom by spring of 2024-25.	Staff survey, AVID professional development and PLC walk throughs will be done regularly throughout the year.

Equity	
SMART Goal(s)	Quarterly Progress
Students of color participating in activities will be representative of the demographic of	Skyward reports at the end of each athletic/activity season will show us

students at NMS (24.1%) <u>2022 baseline was 12.9% for the year.</u>	progress.
Quarterly referral totals for students of color will be representative of the demographic of students at NMS. (24.1%) <u>2022 baseline was an average of 42% for the year.</u>	Skyward and office referral data will be monitored quarterly for progress.

**Summary**

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I am proud of the work that the middle school did last year. Our goals were focused on making sure students had a positive transition back to full time in person learning and I feel we accomplished this. I also recognize that we have a long way to go in our equity journey. The good news is that I believe the middle school staff is ready to have the uncomfortable conversation about our data.

I am also excited for AVID to begin this year. Our staff has embraced this program and believe that by bringing common language and consistency between grade levels, all of our students will be more successful. I am also excited for our AVID leadership team to lead the way with this building-wide initiative. Our goal is to have full implementation by the 2024-25 school year.