

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.

2022-23 Key Reflections, Student Stories, and Highlights

- Middle School staff worked hard to honor the expectations set to meet our family engagement goal. We posted newsletters each quarter, in both English and Spanish, and received some good positive feedback from parents. For the most part staff also liked these newsletters and we plan on continuing on with this practice. Staff also looked to make two positive connections with every student's family. This was a large challenge that caused concern with equity from staff and a lack of true connections from parents. Many parents voiced that they felt messages were generic in nature.
- Our employee engagement goal of receiving feedback at least once per semester was obtained. Middle school administration went well beyond this goal and walked through over 200 classrooms and supplied direct feedback. This is a significant improvement from previous years and one that we are proud of.
- Our learner outcome goals of lowering the number of F's for our FRP students and continuing on our implementation of AVID strategies, had mixed results. We did see an improvement in lowering the number of F's each quarter, until quarter 4. 7th grade saw the largest improvement and 8th grade the least, with an actual increase during two of the marking periods. Even though most quarters did land below our benchmark, we still have a 27% difference between non-FRP students and FRP students. As AVID becomes more entrenched in all three grades, we do believe this will help. However, I also believe that we need to look internally on how we are teaching to make an even larger impact.
- The implementation of AVID strategies (Writing, Inquiry, Collaboration, Organization, Reading) is starting to take hold in parts of the building. Our AVID site team did a survey a couple times this year and we did see an increase in the number of staff using 3 or 4 of the strategies in their classroom.
- The two equity goals around students of color participating in after school activities and the number of office referrals showed we still have work to do. We did not make any progress in the number of students of color registering for activities. This is concerning given the amount of effort we give to help students register and encourage participation. For the 2023-24 school year, we will include students who attend our after school youth center. That is an activity and will give us a better view of where we are at.

The referral's goal is good news/bad news. We did lower the number of referrals our students of color received during three of the four quarters, compared to our baseline of 42%. This being said, we are still higher than our demographic percent of 24.1%.

2023-24 School Improvement Plan Goals and Progress Monitoring

All goals are written to equitably serve every student. Buildings are required to have a goal(s) for the People (Using employee or parent experience survey results), Learner Outcomes, and Equity strategic commitments every year. Building goals in Communication, Stewardship, and Partnerships are optional each year. Buildings will include action steps intended to achieve the SMART goal and a plan for monitoring progress over the course of the school year.

SMART Goals		
SMART Goals and Action Steps	Strategic Commitment Alignment	Building SMART Goal Progress Monitoring Plan
<p>SMART Goal: The middle school will see a 12% rating increase on the 2024 employee experience survey on the following two metrics:</p> <ol style="list-style-type: none"> I see progress being made to create a culture of success for employees across the organization and for those we serve. I feel that others in my organization connect with me in honest two-way communication. <p>Action Steps:</p> <ul style="list-style-type: none"> We will restructure our internal communication system to have more of a formal process for providing feedback and making decisions. We will incorporate one social opportunity a quarter for staff to connect on a personal level. Administration will hold morning and afternoon listening sessions once a month for any staff member to voice concerns, make suggestions or ask questions. 	<ul style="list-style-type: none"> <input type="checkbox"/> Learner Outcomes <input type="checkbox"/> Equity <input checked="" type="checkbox"/> People <input type="checkbox"/> Communications <input type="checkbox"/> Stewardship <input type="checkbox"/> Partnerships 	<p>We will report to staff the number of staff that attend the social gatherings and listening sessions at the end of each quarter.</p>
<p>SMART Goal: Northfield Middle School will reduce the percentage of FRP students receiving one or more Q2 F's from (2023):</p> <ul style="list-style-type: none"> *25.3% in Grade 6 *25.6% in Grade 7 *46.1% in Grade 8 <p>to 9% in each grade by 2025.</p> <p>Action Steps:</p> <ul style="list-style-type: none"> PLC teams will be based on content areas, whenever possible. Current reality data will be presented to all staff during workshop week as a starting point for student growth this year. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Learner Outcomes <input type="checkbox"/> Equity <input type="checkbox"/> People <input type="checkbox"/> Communications <input type="checkbox"/> Stewardship <input type="checkbox"/> Partnerships 	<p>Quarterly reporting on progress will be sent to all staff</p> <p>Regular PLC visits by administration to check in on progress</p>
<p>SMART Goal: Quarterly referral totals for students of color will be representative of the demographic of students at NMS. (24.1%)</p> <p>Action Steps:</p> <ul style="list-style-type: none"> 2022-23 Data will be presented to staff during workshop 	<ul style="list-style-type: none"> <input type="checkbox"/> Learner Outcomes <input checked="" type="checkbox"/> Equity <input type="checkbox"/> People <input type="checkbox"/> Communications <input type="checkbox"/> Stewardship 	<p>Twice a quarter the middle school MTSS team will evaluate our data and report</p>

week <ul style="list-style-type: none">Continuing to restructure the middle schools MTSS System (Multi Tiered System of Support)	<input type="checkbox"/> Partnerships	back to staff
---	---------------------------------------	---------------

Summary: I am excited for the 2023-24 school year and getting to work on our goals. Moving forward after the budget reduction process and having the time to focus more attention into improving our climate for staff will be a welcomed change for both myself and the entire middle school staff.

When it comes to our continued work on the academic goal, we will lean on our belief in continuous improvement, look at our data, evaluate what was working and what was not. By shifting our PLC teams from grade level/team based to subject alike, I believe this will allow our staff to dig deeper and make a significant difference. In addition, with every year we continue to work on AVID we will begin to see the “AVID effect.” This is something that AVID tells us happens when not only do our cohorts start showing significant growth, but the entire building starts showing growth.

Finally, I am determined to make progress on our equity goals. The goal on participation is more on track than I reported. Since our MSYC numbers were 160 participants with 66 being students of color (41%), our progress on this goal is actually good. The equity referral goal is something we will continue to work on, but the key is going to be the implementation of our district MTSS process. We have significant training to do before we see positive results, but I am confident we will get there. I also believe that the new legislation on non-exclusionary discipline will help speed up implementation of the MTSS process.
