
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.

Due to the disruption in education caused by COVID-19, the School Improvement Plan for Northfield Public Schools has been modified to reflect the distance learning experience.

School Improvement Planning Team: Greg Gelineau and Michael O'Keefe

2019-20 Distance Learning Data Review and Key Reflections

Distance Learning Metric	Key Reflections
51% of students felt supported	Our work with PRIDE and prioritizing student connections was key in this area. However, we struggled to get a large number of students engaged on a regular basis.
44% of students felt confident in their learning	This is a low percentage but makes sense with the number of failures and large amount of absenteeism.
37% of students felt anxious	This is not surprising given the short notice and lack of preparation time we had to set students up for success. We did the best we could, but reality was that we did not meet the social emotional needs of many students.
55% of students felt overwhelmed	Our schedule did not have enough structure and could be confusing for families to stay on top of their students' academics. Consistency needed to be a priority going into the 20-21 school year.
The middle school had numerous failures in grades 7 and 8 (101 students)	There are many reasons for this, but the two main pieces were the high number of students we could not get to engage regularly and the large number of families that trusted their students could handle distance learning on their own, when they could not. I have spoken with many families that communicated this to me.
47% of middle school failures were students of color	This shines an even larger light on an issue that needs to be addressed across the district. Looking at programming and our teaching practices through a lens of equity will be an essential practice moving forward.
59% of middle school failures were FRP students	This statistic only confirms what we were most worried about. Students who did not have consistent support at home, struggled and could easily checkout from distance learning. We were not prepared to deal with this and need to make a change moving forward.

Distance Learning Student Stories	Key Reflections
Both Michael and I made great connections with students during our twice a day announcements. We were able to show students another side to us as their principals and create some fun ways for students to connect and even receive prizes (sponsored by HCI).	Students fell into two camps during distance learning. The first are the students who craved connecting with school adults and other students, and the second are students who took advantage of being able to “disappear.” Our goal is to drastically increase recognition and support of the second group.

2020-21 School Improvement Plan Goals, Strategies, and Evaluation

The following goals are written with the intent to measure progress quarterly during the 2020-21 school year. All goals are written to equitably serve every student.

People	
SMART Goal(s)	Quarterly Progress
<u>Family Engagement Goal:</u> Northfield Middle School will have a family conference with a minimum of 75% of our families at least twice during the 20-21 school year.	<ul style="list-style-type: none"> ● Q1: Attendance at pre-school family conferences ● Q2: Attendance at fall conferences ● Q3: Calculate quarter one and two to set a goal for spring conferences ● Q4: Add spring conference attendance to our totals
<u>Employee Engagement Goal:</u> Northfield Middle School staff will fully participate in AVID staff development opportunities throughout the 2020-21 school year, so they are able to implement strategies into their teaching during the 2021-22 school year.	<ul style="list-style-type: none"> ● Q1: Begin AVID staff development during staff meetings ● Q2: Continue AVID staff development during staff meetings and have teachers implement one strategy by semester one. ● Q3: Staff will implement one AVID strategy into a unit of study ● Q4: Continue with AVID staff development and prepare for AVID in grade 7

Anti-Racism Goal: Acknowledging the disparities in failure rates among our students of color and the amount of students that reported feeling overwhelmed, Northfield Middle School staff will participate in anti-racist conversations a minimum of once a quarter, during the 2020-21 school year.

- **Q1:** Staff will engage in staff development around racism. Staff will reflect and comment on their takeaways.
- **Q2:** Staff will engage in staff development around racism. Staff will reflect and comment on their takeaways.
- **Q3:** Staff will engage in staff development around racism. Staff will reflect and comment on their takeaways.
- **Q4:** Staff will engage in staff development around racism. Staff will reflect and comment on their takeaways.

Learner Outcomes	
SMART Goal(s)	Quarterly Progress
Northfield Middle School will decrease the total number of failing grades by 25% in grade 6 and 50% in grades 7 and 8 as compared to spring of 2020.	<ul style="list-style-type: none"> ● Q1: Mid quarter check on progress and continued dialog on the “why” things happened last spring. ● Q2: Report on progress to staff at the end of semester one. ● Q3: Mid quarter check on progress. ● Q4: Calculate our final data to see where we fell with this goal.
Northfield Middle School’s FRP students will have the same or lower failing rate to non FRP students.	<ul style="list-style-type: none"> ● Q1: Mid quarter checks and collaborate with our TORCH staff on making sure our FRP students are receiving additional support. ● Q2: Report on progress to staff at the end of semester one. ● Q3: Mid quarter check and continue working with TORCH staff to give students additional support. ● Q4: Calculate our final data to see where we fell with this goal.

Stewardship	
SMART Goal(s)	Quarterly Progress
Northfield Middle School will evaluate current programming to ensure funds are being filtered to programs that our data shows are being successful.	<ul style="list-style-type: none"> ● Q1: Look at MS funds that had been designated for programs that we will not be using during our hybrid or distance learning models. ● Q2: Look for ways to offer additional support to struggling students during our hybrid and/or distance learning models ● Q3: Begin looking at all existing budgets for possible ways to prioritize spending for the 2021-22 school year. ● Q4: Look to align spending for the 2021-22 school year with district guiding principles.

Partnerships	
SMART Goal(s)	Quarterly Progress
The middle school will create a more consistent way of using Schoology so both parents and students have an easier way to find and access assignments, during any learning model.	<ul style="list-style-type: none"> ● Q1: All staff will attend and a workshop session explaining district expectations for using Schoology. ● Q2: A student and family survey will be given to solicit feedback about the use of Schoology. ● Q3: Survey results will be presented to staff and we will reflect on any possible changes. ● Q4: Staff will reflect on their use of Schoology and what went well.

Summary

Northfield Middle School continues to prioritize student and family relationships, no matter what learning model we are using. Our NMS PRIDE is still a cornerstone of our building and will continue to drive the student and adult culture throughout the year. As I look at what adjustments we have made from spring to the start of the 20-21 school year, I get excited about the possibilities in front of us.

We will continue with planning for AVID beginning in 7th grade next year and the 20 staff members who attended a virtual three day training this summer are ready to start teaching others what they have learned. We will be sharing AVID strategies and having staff try them during the year. We will then have departments or grade levels discuss how the strategies went in their class, what they liked and what they struggled with.

The middle school will also continue the discussion and educate staff on systemic racism. This is a difficult topic for many people, but it could not be anymore important for us to continue educating our staff and make necessary changes in our practices.

A couple challenges are in front of us this year that will need to be figured out sooner rather than later. Due to the needs across the district with our online portage option, staff requesting/needing remote teaching only, we have needed to place two of our academic support programs on hold for the 20-21 school year (MTSS and Will). I am in full support of these decisions, but I do worry about how the students who access these programs will get the added support that they need. We have started discussions on how we may address this and I am confident that we will be able to find a way to give some type of support during the year. At this time I am not able to tell the board what this will look like, but I do promise to do everything we can to assure that all students reach their full potential.

I want to thank all of you for your continued support of the middle school and I am looking forward to a challenging, but amazing year.