

# The Pierce Middle School School Improvement Plan

A photograph of a wooden table with several colorful wooden blocks arranged to spell out the word "SCHOOL". The blocks are green, black, red, and blue. The word is reflected on the table's surface. In the background, a blurred classroom setting is visible with a wooden chair and a whiteboard.

SCHOOL

Milton Public Schools  
School Committee Presentation  
November 5, 2014

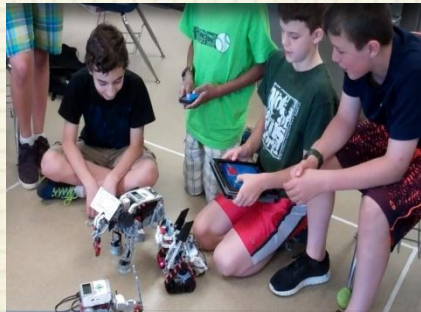
# The Pierce Middle School Site Council

- Dr. Karen Spaulding, *Principal*
- Mr. James Moonan, *Grade 7 Math Teacher*
- Mrs. Sarah Pullia, *Grade 8 Math Teacher*
- Mr. Jeff Stoodt, *Grade 6 Science Teacher*
- Mr. Marc Check, *Parent*
- Mrs. Lisa Viola, *Parent*
- Mrs. Amy Flanagan, *Parent*
- Mrs. Gillian Najarian, *Parent*
- Mrs. Anne Murphy, *Community Member*



# Agenda

- The Pierce Middle School Mission Statement
- The Pierce Middle School Improvement Process
- Data Driven Goal Setting: *What Do the Data Say?*
- Strategic Planning Linked to Measurable Goals



# The Pierce Middle School Mission Statement

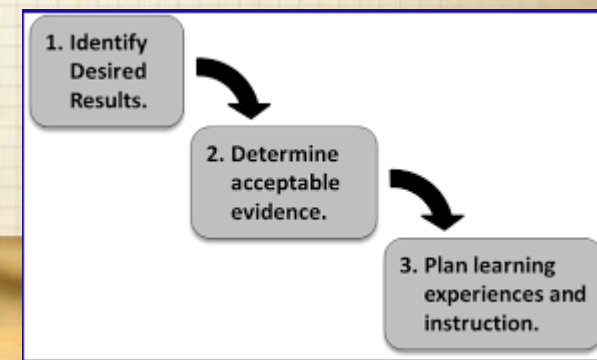
At Pierce Middle School we are dedicated to nurturing our students to become positive contributors to society. To be people who think independently and creatively. Who are resilient, and know how to solve problems. Who appreciate diversity and are open, willing and ready to collaborate with those around them. We are committed to fostering in these very important students a genuine sense of curiosity, joy of learning, and strength of character that will guide them to make positive and healthy decisions for themselves and others, now and throughout their lives.



*If the ladder is not leaning against the right wall, every step we take just gets us to the wrong place faster. (Covey, 1989, *The Seven Habits of Highly Effective People*, p. 98)*

# The Pierce Middle School Refines Its Improvement Process

- Improved our skill in crafting measurable goals
  - Applied Schooling by Design (Wiggins & McTighe, 2007) backwards design process to school improvement
  - Assessed our 2013-2014 goals with SbD's criteria for Effectively Framed Goals
  - Determined that our existing goals were problematic
  - Practiced articulating measurable goals
- Developed a new template for the School Improvement Plan
  - Brainstormed essential features to school improvement process (i.e. rich, measurable, focused goals; action steps; measurable outcomes)
  - Created template to reflect those features
  - Reworked previous goals into new format



# Revised School Improvement Plan Template

<b>Goal #1:</b> <i>Insert your goal below.</i>					
To increase proficiency in science for all students by implementing new science curriculum units so that the percentage of students who score proficient and advanced on the 8th Grade Science and Technology/Engineering MCAS increases by 20% by May 2017 and the proficiency gap for students in the high needs subgroup is decreased.					
<b>District Goals Alignment:</b> <i>(Check the MPS District Goal(s) with which this goal is aligned.)</i>					
<b>District Wide Goal</b>	High Academic Achievement for All Students	Excellence in the Classroom	Collaborative Relationships and Communication	Respect for Human Differences	Risk Taking and Innovation for Education
	X	X			
<b>Advancement Initiatives Alignment:</b> <i>(Check the MPS Advancement Initiative(s) with which this goal is aligned, if any.)</i>					
<b>Advancement Initiative</b>	Emphasizing Early Literacy Achievement		Closing the Proficiency Gaps	Advancing Science and STEM Initiatives	
			X	X	
<b>Summary:</b> <i>Briefly describe the relevant data/evidence that supports this goal as well as the school's comprehensive approach to addressing this goal.</i>					
An analysis of the last 5 years of data from the MCAS indicates that students at the Pierce Middle School perform notably above the state in mathematics and English language arts. However, students do not demonstrate the same relative level of proficiency in Science and Technology/Engineering. Draft curriculum documents that articulate topics to be learned in science at each grade level exist. However, these documents have yet to be finalized and reassessed for alignment with MA DESE Science and Technology/Engineering learning standards. In addition, the only text or materials available to teachers prior to 2013-2014 have been Prentice Hall Science Explorer texts. Some of these texts were outdated and others are not well aligned. The relative lack of performance in STE coupled with the significant lack of curriculum materials available to teachers suggested that there was a need to identify and implement a fully aligned science curriculum unit program at the Pierce Middle School.					
	<b>Strategies</b> <i>What strategies will the school implement to address this goal?</i>	<b>Person(s) Responsible</b> <i>What person(s) will be responsible for implementing the strategy?</i>	<b>Timeline</b> <i>Be specific about when the strategy/phases of the strategy will be implemented.</i>	<b>Resources (financial, personnel, etc.)</b> <i>What funding sources, personnel, etc. will be dedicated to support this strategy?</i>	<b>Performance Indicator/Measure</b> <i>Identify at least one indicator/measure for each strategy.</i>



# Data Driven Goal Setting: Celebrating Success

- 88% of ALL students were Proficient or Advanced in *English Language Arts (ELA)*.
- 48% of 6<sup>th</sup> grade students scored Advanced in Math.
- In *ELA* the 7<sup>th</sup> Grade performed better than 88% of 7<sup>th</sup> Grades in Massachusetts.
- In *Math* 6<sup>th</sup> Grade performed better than 85% of 6<sup>th</sup> Grades in Massachusetts; 8<sup>th</sup> Grade performed better than 79%.
- Our annual PPI for all students is up 15 points since last year.
- Our annual PPI for High Needs students is up 25 points.
- We earned extra credit points for shifting African American/Black students into Advanced categories in Math and Science & Technology/Engineering.
- We increased the number of students w/disabilities in Proficient/Advanced in Science and Technology/Engineering by 10%.
- We increased percentage of students in High Needs category who scored Proficient/Advanced in ELA by 11%.

[See October 1, 2014 School Based MCAS presentation to School Committee for more detailed data.]



# Data Driven Goal Setting: What Worked?

- Targeted Reading Intervention
  - Median SGP on 2014 ELA MCAS for students receiving reading intervention everyday= 72.5; every other day median SGP= 54
    - » *Median SGP on 2014 ELA MCAS for all 6<sup>th</sup> grade students= 47*
- Pierce Academy
  - Grade 7 Median SGP= 56(ELA); 34 (Math)
    - » [Median SGP for Grade 7 Low Income Subgroup= 48(ELA); 29(Math)]
  - Grade 8 Median SGP= 77(ELA); 45 (Math)
    - » [Median SGP for Grade 8 Low Income Subgroup= 48(ELA); 38(Math)]
- Math Investigations
  - Median SGP on the 2014 Math MCAS was 52, which is higher than that for the school (46) and notably higher than the SGP for low income (37).
- Targeted writing instruction and looking collaboratively at student work.
  - 7<sup>th</sup> Grade 91% Proficient/Advanced in ELA (85% P/Adv. as 6<sup>th</sup> grade students); 81% Proficient/Advanced in ELA Afric.Am./Black Subgroup (65% P/Adv. as 6<sup>th</sup> grade students)





# Data Driven Goal Setting: Focus Areas

- Full implementation of the new science curriculum with the addition of new common unit assessments (*Advancement Initiative- Advancing Science and STEM*)
- Increase and/or modify targeted support for students, especially students in the High Needs subgroup (*Advancement Initiative- Closing the Proficiency Gaps*)
- Enhance structure for ongoing assessment (*Advancement Initiative- Closing the Proficiency Gaps*)
- Increase achievement in all areas with special attention to students with disabilities subgroup (*Advancement Initiative- Closing the Proficiency Gaps*)
- Move students into Advanced categories in *ELA, Math, and STE* (*Advancement Initiatives- Advancing Science and STEM; Closing the Proficiency Gaps*)



# Pierce Middle School

## SIP Goal #1: Improve Science

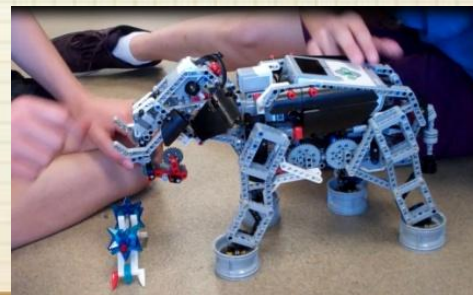
**Goal:** Increase proficiency in science for all students by implementing new science curriculum units. **Result:** Percentage of students who score proficient and advanced on the 8th Grade Science and Technology/Engineering MCAS will increase by 20% by May 2017 and the proficiency gap for students in the high needs subgroup will decrease.

Strategy 1.1- Fully implement an integrated science curriculum aligned with MA DESE STE Learning Standards.

Strategy 1.2- Provide professional development in science curriculum implementation and effective practice.

Strategy 1.3- Develop common science assessments by unit.

Strategy 1.4- Increase the presence for science and STEM at the Pierce Middle School by solidifying a rigorous program in STEM and providing enrichment opportunities in science for students.



# Pierce Middle School

## SIP Goal #2: Advance Students & Close the Gap

*Goal:* Provide appropriate, targeted interventions and instructional practices that increase student learning growth and achievement both for students who are less than proficient in Math, ELA, and Science & Technology/Engineering and for those who are proficient. *Result:* The number of students scoring in the advanced category increases by 10% by 2015 and the achievement gap decreases over time.

Strategy 2.1- Analyze the effectiveness of targeted interventions, specifically Pierce Academy, reading intervention, and math investigations.

Strategy 2.2- Use data analysis of intervention effectiveness to further refine/define/improve programming.

Strategy 2.3- Identify and implement strategies and/or programming to support the range of learners in the classroom, paying particular attention to research based practices for subgroups with achievement gaps.

Strategy 2.4- Fully develop Student Support Team referral and teacher support process.

Strategy 2.5- Identify and purchase new math curriculum materials.

Strategy 2.6- Increase the technology integration at the Pierce Middle School to support the range of learners in the classroom.



# Pierce Middle School

## SIP Goal #3: Support/Develop the Whole Child

**Goal:** Provide instruction, intervention, and programming that develops the whole child. **Result:** Increased creative arts development, healthy decision making, and overall positive sense of self.

Strategy 3.1- Make physical education and health required for all students.

Strategy 3.2- Review, purchase, and implement middle school health curriculum

Strategy 3.3- Improve the way in which the behavioral health and mental health needs of students are supported.

Strategy 3.4- Increase participation (and representative participation) of students in after school and other extra curricula opportunities.



# Pierce Middle School Site Council Next Steps

- Finalize School Improvement Plan 2014-2015 (by November 15, 2014)
- Establish benchmarks
- Reflect on process and outcome benchmarks
- Reflect on goal progress in light of new data/evidence
- Celebrate success!



# Pierce Middle School: Living Its Mission

- Bravo to the Pierce Middle School Cross Country Team!
- Congratulations Pierce Middle School 280 Club!
- Way to go Pierce Middle School Student Council!
- Looking forward to...Grades 7&8 Concert- December 4 @ 6:00 PM; Grade 6 Concert- December 11 @ 6:00 PM
- Here comes the ever so talented Pierce Players- Oklahoma!- January 22, 23, & 24, 2015

