

MILTON PUBLIC SCHOOLS



DISTRICT-WIDE GOALS PIERCE MIDDLE SCHOOL IMPROVEMENT PLAN 2012-2015

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CORE VALUES

- High Academic Achievement for All Students
- Excellence in the Classroom
- Collaborative Relationships and Communication
- Respect for Human Differences
- Risk-Taking and Innovation for Education

MISSION STATEMENT

The mission of the Milton Public Schools is to educate, challenge, and empower all students to be productive, caring, and contributing members of society.

VISION STATEMENT

The Milton Public School System is a dynamic educational community that challenges all students to thrive and achieve. Our schools provide a well-funded teaching and learning environment in state-of-the-art facilities. In partnership with the community, we equip our students with the skills and knowledge necessary to adapt and contribute to a changing world.

DISTRICT-WIDE GOALS

I. High Academic Achievement for All Students

- a. Curriculum/Common Core – *Implementation of new Common Core Curriculum at all grade levels*
- b. Common Assessments/Benchmarks/Rubrics/Elementary Grade Level Expectations for Parents – *Developed at all grade levels*
- c. Student Achievement Gap – *Responses to student testing/assessment data at all levels*
- d. High Standards – *Raising the standards for all students*
- e. Student Recognition – *Expand opportunities for students to excel and be recognized in academic, athletic, and extra-curricular areas*

II. Excellence in the Classroom

- a. Engaging All Students – *Differentiating instruction in order to challenge all students in an inclusive environment*
- b. Professional Development – *Developing and implementing best practices for all staff*
- c. Technology – *Purchasing, integrating, and implementing hardware, software, and training that benefit all students and staff*

III. Collaborative Relationships and Communication

- a. Communications – *Improving communication from school to families*
- b. Collaborative Relationships – *Increase partnerships with town and state organizations, colleges/universities, and professional development providers*
- c. Parent/Guardian Involvement – *Organize and offer opportunities for parents/guardians to engage in the school community*

IV. Respect for Human Differences

- a. Implementation of the Bullying Law – *Achieve full compliance with all state laws and regulations*
- b. Staff Diversity – *Increase the diversity of the staff with a goal of reflecting the demographic makeup of the student body*
- c. School Diversity Committees – *Continue to support school diversity committees and their goals*

V. Risk-Taking and Innovation for Education

- a. Specialized Programming – *Maintain and create unique opportunities for students*
- b. Identify other best practices in education – *Continue to explore opportunities which contribute to student achievement*
- c. Accreditation – *Identify grade levels where accreditation/certification can be obtained*
- d. Student Mentoring – *Develop and implement programs at all levels*

PIERCE SCHOOL IMPROVEMENT PLAN: 2012-15

I. High Academic Achievement for All Students					
<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources</u>	<u>Performance Indicator</u>
<p>Curriculum/Common Core</p> <ul style="list-style-type: none"> ❖ <i>To realign mathematics, geography, history, and ELA curriculum documents with the Common Core.</i> ❖ <i>To research/review mathematics curriculum materials to meet expectations of realignment.</i> ❖ <i>To outline a learning progression in science for grades 6-8, which is aligned with the new Science standards (January 2013) and reflective of the Common Core standards.</i> ❖ <i>To review/acquire/pilot science curriculum materials.</i> 	<ul style="list-style-type: none"> • Grade level content area teams will meet regularly to review Common Core standards documents (and new Science standards documents for the science teams) and revise MPS curriculum documents as necessary. • Grade 8 teachers will implement. ISEARCH program. • Science curriculum units will be piloted at each grade level. 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Teachers 	<ul style="list-style-type: none"> • All course documents aligned with new standards by June, 2013. • PD in ISEARCH Fall 2012; implementation fall/winter 2012. • Research, review newly published mathematics curriculum materials by May 2013. • Purchase additional FOSS science units August 2012. • 1st round pilot 1 new science unit; 2nd round 1 unit 2012-2013- Grade 6. • Purchase and implement FOSS Chemical Interactions in Grade 7- fall/winter 2012. 	<ul style="list-style-type: none"> • Stipends for summer 2012 PD work in curriculum alignment in mathematics, ELA, and history. • Curriculum meeting time during 2012-2013 school year. • General fund for science curriculum materials. • Funding from UCAL Berkeley to pilot FOSS Diversity of Life unit. • In-house PD for ISEARCH program. 	<ul style="list-style-type: none"> • Revised curriculum documents in mathematics, ELA, history, and science. • Full implementation of FOSS Chemical Interactions unit in grade 7. • Notes from pilot of FOSS Earth's History and Diversity of Life. • Student work/unit assessments from FOSS units. • Student work/teacher reflections from ISEARCH implementation.
<p>Common Assessments/Benchmarks/Rubrics/Elementary Grade Level Expectations for Parents</p> <ul style="list-style-type: none"> ❖ <i>To establish/refine structure for common assessments and data use in math, science, geography/history, and English language arts, and WL.</i> ❖ <i>To conduct benchmark testing in grade 6 to drive reading</i> 	<ul style="list-style-type: none"> • Determine a common assessment timeline for math, science, geography/history, ELA, and WL. • Develop/refine common assessments for each area above. 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Teachers 	<ul style="list-style-type: none"> • By June 2013- at least 2 common assessments in each subject area. • By June 2014- at least 4 common assessments in each subject area. • Implement benchmark testing in grade 6 reading 2x a year in 2012-2013. • By June 2014- pilot common assessments/portfolio in 	<ul style="list-style-type: none"> • 10 Hour strand option for mathematics common assessment development • Curriculum/department meeting time for assessment development • Summer PD stipends for assessment development- Summer 2013 • Data analysis software • Data discussion via curriculum/department 	<ul style="list-style-type: none"> • A timeline for implementation of common assessments. • At least 2 common assessments from each area that have been piloted and revised by June 2013. • Data from common assessments. • Notes/instructional action plans from department

<p><i>instruction.</i></p> <ul style="list-style-type: none"> ❖ <i>To pilot common assessments in other areas (i.e. electives).</i> 			<p>at least 4 other areas.</p>	<p>meetings</p>	<p>meetings.</p>
<p>Student Achievement Gap</p> <ul style="list-style-type: none"> ❖ <i>To review data by subgroup and develop action plan for students within those subgroups.</i> ❖ <i>To provide targeted support to students in NI and W categories.</i> ❖ <i>To review effectiveness of current support programming, beginning with math investigations.</i> 	<ul style="list-style-type: none"> • Determine the effectiveness of math investigations. • Review the current supports for each student who scored NI or W on the math and/or ELA MCAS. • Author Individual Success Plans for each student scoring NI or W on the math and/or ELA MCAS • Develop scope and sequence for math investigations that is aligned with the new mathematics learning standards. • Provide outside of school support programs such as Math is a Slam Dunk, afterschool homework help. 	<ul style="list-style-type: none"> • Administrators • Curriculum Coordinators • Guidance • Teachers 	<ul style="list-style-type: none"> • By November 2012 review data by subgroup in administrative and teacher teams. • By December 2012 review the growth percentiles for students who have taken MI for 1 or 2 years. • By November 2012 develop a spreadsheet of all NI/W students, indicating all support classes, additional help, and extra-curricula experiences. • By November 2012 develop and begin implementation of ISSPs for all students in NI/W. • By June 2013 develop a scope and sequence document for MI. • Review ISSPs in January and March 2013. 	<ul style="list-style-type: none"> • In school personnel conduct effectiveness analysis • Review of current supports with in-house personnel; during staff meetings • Guidance counselors develop ISSP • Curriculum meetings 	<ul style="list-style-type: none"> • Individual Student Success plans for each student in NI or W. • Spread sheet of supports for students in NI and W • Achieve at least improvement rating in each area of proficiency gap narrowing. • Achievement and growth data for students in Math Investigations. • Growth data for students attending after school help sessions.
<p>High Standards</p> <ul style="list-style-type: none"> ❖ <i>To redesign math progression to better align with Common Core expectations and provide pathways to higher level math courses in high school.</i> 	<ul style="list-style-type: none"> • New math alignment in grades 6-10 • Reflect on teacher practice in a variety of venues (i.e. during PD, staff meetings, informal/formal 	<ul style="list-style-type: none"> • Administrators • Curriculum Coordinators • Teachers 	<ul style="list-style-type: none"> • Planning meetings with HS admin. through January 2013 for 6-12 math articulation. • Discussion with 6-8 math teachers 2012-2013. • Use professional 	<ul style="list-style-type: none"> • Curriculum meetings • Staff meetings • Professional development • Professional Standards for Teachers; Standards for Mathematical Practice; 	<ul style="list-style-type: none"> • Redesigned 6-12 math progression. • Increase the percentage of students in the advanced category by 5% in math and science and by 1% in ELA.

❖ <i>To align instruction with Professional Standards for Teachers (doe.mass.edu); Standards for Mathematical Practice (corestandards.org); and ELA College and Career Readiness Anchor Standards (corestandards.org).</i>	observations, etc.) using standards for practice.		standards to analyze video clips and reflect on practice during staff meetings, formal/informal observations, and during curriculum meetings.	ELA College and Career Readiness Anchor Standards.	• Observations of instruction reflective of these standards.
Student Recognition ❖ <i>To provide multiple ways in which students can be recognized.</i>	• Recognize student achievement, effort, and performance in a variety of ways.	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Guidance • Teachers 	<ul style="list-style-type: none"> • November 2012 280 Club • Once a month- postcards home for hard work • Student of the month • Musical performances/art displays/Pierce Team Sports • Science Fair- February 2013. • Participate in Future Problem Solving 2012-2013. • End of year Grade 8 Awards • Chain of Kindness- initiated November 2012 	<ul style="list-style-type: none"> • PTO Funds • School based funding for other events • PASS Class structure- FPS 	• Increased number of students participating in recognition events.

II. Excellence in the Classroom					
<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources</u>	<u>Performance Indicator</u>
Engaging All Students ❖ <i>To increase the repertoire of strategies available to teachers for engaging all learners.</i> ❖ <i>To review the</i>	• Establish professional learning communities focused on particular topics related to instruction, specifically meeting the needs of all learners.	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • K-12 Special Education Director • Guidance 	<ul style="list-style-type: none"> • Staff meetings November 2012-May 2012 • Professional Development Day- October • Monthly meetings with 	<ul style="list-style-type: none"> • Curriculum meetings • Staff meetings • Professional development strands • Collaborative/independent cycle 	<ul style="list-style-type: none"> • Evidence of strategy use during administrative walk throughs and observations. • Reflective practice discussions with teachers.

<p><i>current model for special education instruction- both overall structure and daily implementation.</i></p>	<ul style="list-style-type: none"> • Target professional development on defining learner engagement and designing specific strategies to do so. • Engage in formal discussion of/reflection on special education structure and implementation with special education and regular education staff. 	<ul style="list-style-type: none"> • Teachers 	<p>special education staff (inclusive of K-12 Special Education Director every other month) 2012-2013.</p> <ul style="list-style-type: none"> • Accommodation discussion/support during Thumbs Up meetings 2012-2013. 	<ul style="list-style-type: none"> • Thumbs Up Meetings 	<ul style="list-style-type: none"> • Unit/lesson development • Notes from special education meetings. • Closing of the achievement gap for students in the high needs category.
<p>Professional Development</p> <p>❖ <i>To create opportunities for teacher driven professional development and growth.</i></p>	<ul style="list-style-type: none"> • Focus professional development on district goal of differentiation. • Provide opportunity for choice and teacher led PD. 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Teachers 	<ul style="list-style-type: none"> • Meet with teachers in fall 2012 to brainstorm ideas for PD and recruit potential facilitators. • Staff Meetings 2012-2013 focused on defining student engagement and building a repertoire of strategies. • Offer choice in PD for teachers during October PD day and staff meetings 2012-2013. 	<ul style="list-style-type: none"> • Curriculum meetings • Professional development days • Staff Meetings 2012-2013 	<ul style="list-style-type: none"> • Agendas from PD day and Staff Meetings. • Increase number of teachers facilitating PD. • Exit slips from PD sessions.
<p>Technology</p> <p>❖ <i>To increase the integration of technology in the classroom.</i></p> <p>❖ <i>To articulate expectations for computer technology coursework for grades 6-8 and aligned with 9-12.</i></p>	<ul style="list-style-type: none"> • Increase SMART boards at the Pierce Middle School • Include technology options in PD offerings. • Pilot Boomwriter as an online publishing opportunity for students.. • Implement training in more advanced use of 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Teachers • Technology Department 	<ul style="list-style-type: none"> • Technology offered 10 hour strands in 2012-2013. • Technology use included in staff meeting PD and October PD day 2012-2013. • Boom Writer PD- December 2012; implementation January - 	<ul style="list-style-type: none"> • Central Office offered PD strands • Staff meetings • Boom Writer supported implementation. • Study Island training offered during school days. 	<ul style="list-style-type: none"> • Number of SMART boards installed and used on a consistent basis at the Pierce • Data from Boomwriter pilot • Study Island data • Computer class scope and sequence

	Study Island. • Develop scope and sequence for computer class.		April. • Study Island PD- fall 2012 • Assessment of Study Island use- January 2013.		
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III. Collaborative Relationships and Communication					
<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources</u>	<u>Performance Indicator</u>
Communications ❖ <i>To increase communication between families and the Pierce Middle School.</i>	<ul style="list-style-type: none"> • Initiate and maintain principal newsletter- Pierce Pages. • Refine and update Pierce Edline Site. • Provide professional development to teachers on use of Edline. • Utilize phone and email blasts for continued communication of special events and happening. 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Guidance • Teachers • PTO 	<ul style="list-style-type: none"> • Pierce Pages Newsletter- published every two weeks 2012-2013. • Update Pierce Edline Site- initial fall 2012, then ongoing. • Edline support- offered before and after school 2012-2013 by Edline Mentor 	<ul style="list-style-type: none"> • Edline • Alert Now • District funded Edline mentor. 	<ul style="list-style-type: none"> • Pierce Pages Newsletter • Attendance at events • Parent, staff and community feedback • Use of Edline web site by teachers and families
Collaborative Relationships ❖ <i>To increase partnerships with community organizations.</i>	<ul style="list-style-type: none"> • Build partnership with Curry College athletics via PE volunteers. • Implementation of EYE to EYE mentoring program with Curry College. • Use area experts for professional development planning and facilitation. 	<ul style="list-style-type: none"> • Administration • PE Teachers • Special Education Chair • Guidance 	<ul style="list-style-type: none"> • Communication with Curry (Peter Mendell) fall 2012. • Fall athlete volunteers for Friday morning PE classes. • Meet with Curry Patrick Kennedy in December 2012 re: EYE to EYE • Identify students and kick off program in late January 2013. • Partner with Forbes House and MIT for fall 2012 PD and future planning. 	<ul style="list-style-type: none"> • Curry College • MIT • Forbes House 	<ul style="list-style-type: none"> • Volunteers for PE classes • EYE to EYE implementation feedback from volunteers and students • Agendas and exit slips from PD sessions
Parent/Guardian					

<p>Involvement</p> <p>❖ <i>To increase opportunities for parent/guardian participation.</i></p>	<ul style="list-style-type: none"> • Regularly communicate opportunities for parent participation/volunteerism • Host grade level parent coffees. • Actively recruit for PTO, Diversity Committee, and Site Council. 	<ul style="list-style-type: none"> • Administration • PTO • Curriculum Coordinators • Guidance • Teachers • Diversity Committee • Site Council 	<ul style="list-style-type: none"> • Regular communication via Pierce Pages Newsletter and email blasts. • Grade level coffees- November, January, March 2012. 		<ul style="list-style-type: none"> • Increased attendance at events
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IV. Respect for Human Differences					
<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources</u>	<u>Performance Indicator</u>
<p>Implementation of the Bullying Law</p> <p>❖ <i>To implement and adhere to the guidelines of Bullying Law.</i></p>	<ul style="list-style-type: none"> • Establish clear structure through which bullying curriculum will be implemented. • Revise anti-bullying lessons plans for grades 6-8 and identify other ways in which curriculum works towards an anti-bullying agenda. • Revise, communicate, and fully implement online incident tracking system. 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Guidance • Teachers • Staff • BPAC 	<ul style="list-style-type: none"> • Determine structure for curriculum implementation in fall 2012. • Revisions of lesson plans fall 2012. • PD by department and implementation by department 1x month January-May 2013. • Work with technology department and Earshot technologies to clean up databases and determine/articulate full use of online tracking system- Sept-Dec 2012. 	<ul style="list-style-type: none"> • EarShot Technologies support/training at the school and district level • PD in lesson plan implementation via curriculum meetings • BPAC 	<ul style="list-style-type: none"> • Full implementation of newly chosen/revised anti-bullying curriculum. • Full implementation of online incident tracking system.
<p>Staff Diversity</p> <p>❖ <i>To increase the diversity of the Pierce Middle School staff to move closer toward reflecting the diversity of the students at Pierce.</i></p>	<ul style="list-style-type: none"> • Recruit and hire highly qualified teachers and staff that reflect the diversity of Milton and the Pierce Middle School. 	<ul style="list-style-type: none"> • Administration • Curriculum Coordinators • Participating teachers 	<ul style="list-style-type: none"> • As openings arise. 	<ul style="list-style-type: none"> • School Spring • Widespread advertising of posted positions • College and University 	<ul style="list-style-type: none"> • Staff hiring for the 2012-2013 school year.

				Relationships	
School Diversity Committees ❖ <i>To expand the membership of the Pierce Middle School Diversity Committee.</i> ❖ <i>To expand opportunities for family engagement via Diversity Committee events.</i>	<ul style="list-style-type: none"> • Meet regularly to discuss topics of diversity, recruitment of new staff, school data, and family/student engagement. • Plan Global/Diversity Night and Family Fun Night at the Pierce Middle School • Reflect, discuss and implement a plan with regards to the target areas from CDM bi-annual committee meeting 	<ul style="list-style-type: none"> • Administration • CDM • School Based Diversity Committee 	<ul style="list-style-type: none"> • Meet 1x/month • Family Fun Night in Jan/Feb of 2013 • Global Diversity Night in March/April of 2013 	<ul style="list-style-type: none"> • PTO funds for evening events. 	<ul style="list-style-type: none"> • Number participants on Pierce Diversity Committee. • Number of attendees at events. • Exit slips at events.

V. Risk Taking and Innovation for Education					
<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources</u>	<u>Performance Indicator</u>
Specialized Programming ❖ <i>To develop programming targeted to students with advanced skill in an academic area.</i>	<ul style="list-style-type: none"> • Pilot intensive course in STEM. • Initiate the Pierce Middle School Science Fair. 	<ul style="list-style-type: none"> • Administration • Teachers 	<ul style="list-style-type: none"> • Design curriculum for course Sept/Oct 2012. • Recruit students Nov 2012 • Course implementation through June 2012 • Meetings on implementation 2x/month Dec-June 2013. • Provide resources to students/hold after school help sessions November/December 2012 • Science Fair February 2013 	<ul style="list-style-type: none"> • Re-allocation of existing personnel resources. • Materials funded through general fund 	<ul style="list-style-type: none"> • Number of students participating. • Student work/teacher reflection. • Increase in number of students in advanced level on 8th grade science in 2014.
Identify Best Practices Education	<ul style="list-style-type: none"> • Focus PD/staff 	<ul style="list-style-type: none"> • Administration 	<ul style="list-style-type: none"> • October PD/staff meetings 	<ul style="list-style-type: none"> • Work within current 	<ul style="list-style-type: none"> • Units / Lesson plans

<p>❖ <i>To increase the knowledge base among teachers and parents/guardians regarding best practice research.</i></p>	<p>meetings/curriculum meetings on defining excellence in teaching based on research/best practices</p> <ul style="list-style-type: none"> • Communicate best practice research via school newsletter 	<ul style="list-style-type: none"> • Curriculum Coordinators • Teachers 	<p>2012-2013.</p> <ul style="list-style-type: none"> • Include best practice information at least 1x/month in Pierce Pages Newsletter. 	<p>structure of PD/staff meetings/curriculum meetings.</p>	<p>developed and implemented</p> <ul style="list-style-type: none"> • Evaluations learning walks
<p>Accreditation</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A
<p>Student Mentoring</p> <p>❖ <i>To create mentoring opportunities for students.</i></p> <p>❖ <i>To create leadership opportunities for students.</i></p>	<ul style="list-style-type: none"> • Implement EYE to EYE program in partnership with Curry College. • Recruit teacher/staff mentors for students and match them based on needs. • Recruit student members for Principal/Student Activity Planning Committee. 	<ul style="list-style-type: none"> • Administration • Teachers • Community members • Guidance 	<ul style="list-style-type: none"> • EYE to EYE program planning- fall 2012; implementation in late January 2013. • Identify students in need of mentoring and recruit staff members in fall 2012. • Recruit students for activity planning- first event Black History Month. 	<ul style="list-style-type: none"> • Curry College funding EYE to EYE program. • Volunteers for mentors. 	<ul style="list-style-type: none"> • Students enrolled in mentoring program at Pierce • Implementation of event planning by the PPAC.