

MILTON PUBLIC SCHOOLS



DISTRICT-WIDE GOALS  
SCHOOL IMPROVEMENT PLANS  
2011-2014

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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

## 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*

TUCKER SCHOOL IMPROVEMENT PLAN 2012-2013

High Academic Achievement for All Students					
<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources/Budget</u>	<u>Performance Indicator</u>
Curriculum/Common Core	Align instruction to the MA Curriculum Frameworks/Common Core Standards	Principal Teachers (Grade Level Curriculum Leaders)  Title One ELA and Math Specialists  Curriculum Coordinators	On-going 2012-2013	District PD	1. Develop grade level curriculum outlines for each grade level. 2. Develop curriculum maps for ELA, Math and Science by District-wide Curriculum Teams. 3. Align classroom instruction to Common Core standards. 3. Explicitly communicate standards and objectives to the students during lessons.
	Develop writing instruction across all grade levels.	Principal Teachers Title One ELA and Math Specialists  Curriculum Coordinators  Outside Consultants (Title One PD)	On-going 2012-2013	District and building PD  Massachusetts DESE resources  Title One Funding for outside Consultants-Teachers for Teachers	1. Articulate vertical grade level expectations for writing aligned to Common Core Standards. 2. Identify OR exemplars at each grade level aligned with the Common Standards. 3. Implement trimester OR prompts at all grade levels. 4. Analyze writing prompts in grade level and vertical teams to plan instruction. 4. Post grade level OR rubric in each classroom and referred to consistently during instruction.
	Increase “rigor” in instruction with clear and high expectations for all student work.	Principal Teachers Title One ELA & Math Specialists Curriculum Coordinators	On-going 2012-2013	Building PD  Faculty Meetings Grade Level  Common Planning Time	1. Present Student Growth Percentile Data to staff at the beginning of the school year. Teachers will understand and own student growth percentiles for individual and cohort students.  2. Align classroom instruction to Common Core standards.  3. Increase expectations and accountability for student work in all areas of the curriculum by increasing rigor of materials and written

					<p>responses to reading.</p> <p>4. Continue to increase student stamina and minimize “down-time” in instruction.</p>
	<p>Continue to develop philosophy of “Personal Best Work” across the school to maximize individual student growth.</p>	<p>Principal Teachers Title One ELA &amp; Math Specialists Curriculum Coordinators</p>	<p>On-going 2012-2013</p>	<p>Building PD</p>	<p>1. Develop school culture and Leadership Assemblies around the philosophy of “Personal Best” to build expectation of academic rigor.</p> <p>2. Set high expectations for quality student work with a minimum of 85% mastery level.</p> <p>2. Analyze classrooms with strong student growth percentiles and bring instructional techniques across the school.</p> <p>3. Develop targeted routines to teach areas of weakness to mastery level in ELA and Math.</p> <p><b>4. * NEW- Implement “Power Blocks” of small group instruction targeted to students’ instructional level to provide support and enrichment.</b></p>
<p>Common Assessments/ Benchmarks/Rubrics/Elementary Grade Level Expectations for Parents</p>	<p>Continue to develop Response To Intervention (RTI) Process</p> <p>Common assessments and benchmarks in ELA &amp; Math to be administered 3 times/year</p>	<p>Teachers (Curriculum Leaders) Principal Title One ELA &amp; Math Specialists Curriculum Coordinators Special Ed. Team Chair Student Support Team</p>	<p>On-going 2012-2013</p>	<p>Building and District PD</p>	<p>1. Implement district wide assessments in ELA and Math.</p> <p>2. Analyze assessment data in grade level and vertical teams for patterns of strengths and weaknesses to sharpen instruction.</p> <p>3. Identify efficient assessments (Grades 3, 4, &amp; 5) that will be strong predictors of students’ proficiency on MCAS.</p> <p>4. Student Support Team will continue to monitor student progress in ELA and Math through class assessment profiles profiles.</p>

<p>Student Achievement Gap Subgroups:</p> <ul style="list-style-type: none"> <li>• African American</li> <li>• Low Income</li> <li>• Title One</li> </ul>	<p>Teachers will know and “own” the school, class, and individual student growth percentile data (SGP).</p>	<p>Principal Teachers Support Staff</p> <p>Title One ELA &amp; Math Specialists ELA/Title One Curriculum Coordinators</p> <p>Community Partners</p> <p>Tucker Diversity Committee</p>	<p>On-going 2012-2013</p>	<p>Title One Funds Study Island</p>	<ol style="list-style-type: none"> <li>1. Present Student Growth Percentile Data to staff at the beginning of the school year. Teachers will understand and own student growth percentiles for individual and cohort students.</li> <li>2. All students will score within the high average range (50-60%) in their Student Growth Percentile.</li> </ol>
	<p>Use assessment data to revise and target instruction.</p>		<p>On-going 2012-2013</p>		<ol style="list-style-type: none"> <li>1. Implement and analyze district wide assessments in ELA and Math.</li> <li>2. Develop Math Fact Benchmarks to be mastered by end of each grade level. Communicate these benchmarks to students and parents and share strategies for mastery learning.</li> </ol>
	<p>Adopt school-wide concept of “mastery learning.”</p>		<p>On-going 2012-2013</p>		<ol style="list-style-type: none"> <li>1. Students scoring below 85% on assessments will receive additional instruction and retake the test until score brought to level of mastery.</li> <li>2. Develop strategies for small group instruction across grade levels based on assessment data.</li> </ol>
	<p>Increase communication between school and home to involve families in student progress.</p>		<p>On-going 2012-2013</p>		<ol style="list-style-type: none"> <li>1. Increase parent communication by classroom teachers and administration for students who dip in performance or show inconsistency in completion of homework via phone calls, e-mails, and meetings.</li> <li>2. Hold students accountable for consistently completing homework through interaction with family and providing supports as needed. Homework will also be counted as percentage of the student’s final grade (10%).</li> </ol>

					<p>3. Implement mid term grade reports for students in Grades 3, 4 &amp; 5 to inform families of student progress.</p> <p>4. Tucker Diversity Committee will continue to examine how Tucker can support the students and families in order to raise achievement in these subgroups. A written report of recommendations will be articulated at the end of the year.</p>
	Provide extended day learning opportunities for students		On-going 2012-2013	<p>District provides Saturday building access</p> <p>Community Partner- Steve Shapiro "Math is a Slam Dunk"</p>	<p>1. Implement Study Island across grades 3, 4 &amp; 5 to provide additional time with Math, ELA and Science practice.</p> <p>2. Continue to provide Title One Morning Math Masters Program for all students in NI and Warning.</p> <p>3. In collaboration with a community partner (Steve Shapiro), will develop a Saturday Math Program (Math is a Slam Dunk) to provide math enrichment and to reinforce standards identified in NI on MCAS.</p> <p>4. Provide computer time after school to students who do not have access to computers/internet.</p> <p>5. Implement Title I Homework Club to support students in completing homework.</p>
• Special Education	Develop differentiated instruction to target student needs.	Principal Support Staff Special Ed. Team Chair Special Ed. Coordinator Teachers	On-going 2012-2013	Mass. DESE PD on Alternative MCAS Assessment	<p>1. Continue to develop Student Support Team and Child Study Process.</p> <p>2. Continue to develop Response to Intervention (RTI) Model with a focus on small group instruction.</p> <p>3. Continue to develop Alternative Portfolio Assessments for students needing this MCAS modification.</p> <p>4. All Indicators listed above.</p>
	Increase use of assistive technology.	Principal Special Education Team	On-going 2012-2013		1. Students will be able to access reading and writing assistive technology programs.



		Chair Teachers Director of Special Education			<ul style="list-style-type: none"> <li>• Kurzweil</li> <li>• Write Out Loud</li> <li>• Lexia</li> <li>• iPad Technology</li> </ul>
Raising the Bar/Enrichment	Increase student performance levels into Advanced	Principal Teachers Curriculum Coordinators Community Partner PTO Title I Support Staff	On-going 2012-2013	District provides Saturday building access Community Partner Steve Shapiro- "Math is a Slam Dunk" Program	<ol style="list-style-type: none"> <li>1. Instruction will be differentiated in each classroom to meet the varied needs of all students challenging proficient students to advanced levels.</li> <li>2. Implement enrichment groups in Saturday Math is a Slam Dunk Program.</li> <li>3. Personal Best theme highlighted across school. Hold students accountable for quality work and homework.</li> <li>4. Share practices with faculty that made substantial gains and share strategies across school through learning walks and collaborative instruction.</li> <li>5. Develop Continental Math Enrichment League with PTO support.</li> <li>6. Increase number of students achieving in Word Masters and Continental Math League.</li> <li>7. Implement "Power Block" Scheduling to provide small group instruction for support and enrichment in ELA and Math.</li> </ol>
	Introduce Before and After School Enrichment Clubs.		On-going 2012-2013		<ol style="list-style-type: none"> <li>1. PASS Program</li> <li>2. ASE collaboration.</li> </ol>
Individual Student Recognition	Hold School Award Assemblies	Principal Classroom Teachers Students	On-going 2012-2013		<ol style="list-style-type: none"> <li>1. Student Leadership Awards- Students will be recognized for individual achievement of Personal Best performance and strong leadership qualities.</li> <li>2. End of the Year Academic Awards- Students will receive awards for</li> </ol>

					strong performance in Continental Math, Word Masters, Study Island, and Mary Schofield Award for Leadership.
	Student Recognition Bulletin Boards	Curriculum Coordinators Teachers Students	On-going 2012-2013		1. Students will be recognized for high performance on Study Island. 2. Students will be recognized for Honor Roll Performance. 3. Students will be recognized for Community Service and Individual Acts of Kindness.
	Grade 5 Recognition Night	Principal Parents Students	On-going June 2013	Grade 5 Parents	1. Students will share Gr. 5 Community Service Projects and share how they have grown into student leaders.

## II. Excellence in the Classroom

<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources/Budget</u>	<u>Performance Indicator</u>
Engaging All Students	Differentiating instruction to meet the needs challenge all students	Principal Teachers Support Staff Title One ELA & Math Specialists	On-going 2012-2013	Title One Funds District Funds	1. All teachers will provide small group lessons to engage the range of learners in all classrooms. 2. Implement "Power Block" Scheduling to provide small group instruction for support and enrichment in ELA and Math.
	Increase rigor and accountability for all students.	Principal Teachers Curriculum Coordinators	On-going 2012-2013		1. Students will produce quality work reflecting their Personal Best. 2. Teachers will hold students accountable for quality work. 3. Teachers will communicate with families about student work.
Professional Development	School-wide focus on Refining Teaching	Principal Title One Staff Coordinators	2012-2013	School-based PD District PD Title One Funds Outside Consultants- Teachers for Teachers	1. Teachers will work with outside consultants to sharpen instruction through individualized coaching. 2. Teacher will work with district curriculum coordinators in ELA and Math on targeted areas of need. (Writing, Math, Science)

	Professional Book Club / Webinar	Principal Teachers	On-going 2012-2013	Title One Funds School Budget	1. Teachers will select a professional text to read and discuss. 2. Teachers will have the opportunity to collaborate and develop lessons based upon the readings.
	School-wide Learning Walks	Principal Teachers	On-going 2012-2013		1. All teachers will have the opportunity to visit colleagues' classrooms to share effective instructional techniques across the school.
Technology	Increase the use of technology in instruction.	Principals Technology Coordinator Teachers	On-going 2012-2013	Title I Funds MFE Funds PTO Funds	1. Teachers will pilot the use of iPads in the classroom. 2. Teachers will use document cameras to enhance instruction.
	Increase use of assistive technology to close the achievement gap for Special Education Students.	Principal Special Education Team Chair Teachers Director of Special Education	On-going 2012-2013		1. Students will be able to access reading and writing assistive technology programs. <ul style="list-style-type: none"> <li>• Kurzweil</li> <li>• Write Out Loud</li> <li>• Lexia</li> <li>• iPad apps</li> </ul>
	Study Island	Curriculum Coordinators Teachers Students	On-going 2012-2013	District Funds	1. Continue to implement Study Island across grades 3, 4 & 5 to provide extended practice on Math and ELA concepts. 2. Provide computer time after school to students who do not have access to computers/internet.
	EdLine	Principal Teachers EdLine Mentor	On-going 2012-2013	District Funds	1. Develop classroom websites to provide resources and current information to students and families. 2. Post homework on EdLine so it is accessible to families.

### III. Collaborative Relationships and Communication

<u>Goal</u>	<u>Initiative</u>	<u>Person Responsible</u>	<u>Timeline</u>	<u>Resources/Budget</u>	<u>Performance Indicator</u>
Communications <ul style="list-style-type: none"> <li>• Teachers</li> </ul>	To continue to inform and discuss with staff all school/district performance levels and initiatives	Principal Central Office ELA Coordinator Math Coordinator Science Coordinator	On-going 2012-2013		1. Principal will present MCAS Data and AYP status at beginning of the year professional days. 2. Teachers will articulate and discuss school and district initiatives and performance.

					<p>3. Principal will send The Week Ahead Newsletter to inform staff of upcoming events, meetings, initiatives.</p> <p>4. School will utilize faculty meetings to work towards meeting the school and district initiatives.</p> <p>5. Common Planning Time will be built into schedule for teachers to meet in grade levels minimum of one period per week. Curriculum Coordinator schedules will be built into this plan.</p> <p>6. Tucker EdLine page will be up-to-date with calendar, events, and information.</p> <p>7. Teachers will use Common Folders to share information.</p>
<ul style="list-style-type: none"> <li>• Parents</li> </ul>	To inform parents of school and district performance levels and initiatives	Principal Teachers Title One Literacy Specialists ELA Coordinator Math Coordinator Science Coordinator School Site Council Diversity Committee PTO Leadership	On-going 2012-2013		<p>1. Monthly “Tucker Pride” newsletter and/or “Thursday Bulletins” will be sent home (hard copy and electronically).</p> <p>2. Develop classroom websites to provide resources and current information to students and families.</p> <p>3. Post homework on EdLine so it is accessible to families. Homework will be posted on EdLine.</p> <p>4. Principal will hold Principal Coffees to discuss and inform parents of the Tucker MCAS Data and AYP status.</p> <p>5. Grade-level Curriculum Outlines will be given to parents at Open House and will be posted on EdLine.</p> <p>6. Develop “Going-Green” initiative with electronic mailings and updated mailing lists.</p> <p>7. Title One Director and Literacy Specialists will hold parent meetings to review Title One Program and to review and update SES academic program opportunities when applicable.</p>
<ul style="list-style-type: none"> <li>• Community</li> </ul>	To inform the Milton Community of school and district performance	Principal School Site Council Diversity Committee PTO Leadership	Ongoing 2012-2013		<p>1. Share Tucker news with wider Milton Community.</p>

	levels and initiatives				
Collaborative Relationships	Professional Book Club / Webinar	Principal Teachers	Ongoing 2012-2013	Title One Funds School Budget	<ol style="list-style-type: none"> <li>1. Teachers will select a professional text to read and discuss.</li> <li>2. Teachers will implement strategies from the text in their classroom and discuss their effectiveness with the students.</li> </ol>
	School-wide Learning Walks	Principal Teachers	Ongoing 2012-2013		<ol style="list-style-type: none"> <li>1. All teachers will have the opportunity to visit colleagues' classrooms.</li> <li>2. Teachers will collaborate on developing lessons with colleagues.</li> <li>3. Teacher will debrief with principal.</li> </ol>

#### 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>
Implementation of the Bullying Law	Anti-Bullying Curriculum	BPAC Committee Teachers Adjustment Counselor	Ongoing 2012-2013	BPAC Grade Level Curriculum	1. All classrooms will implement grade level curriculum developed by BPAC Committee.
	Anti-Bullying Software	Principal Alan Cron Teachers Adjustment Counselor BPAC Committee	Ongoing 2012-2013	District Funds	<ol style="list-style-type: none"> <li>1. Teachers will be trained in Anti-bullying software and will consistently use the software to document behavior incidents.</li> <li>2. Principal will use reports to track incidents of bullying.</li> </ol>
Cultural Competency	One Book, One School, Many Voices	Principal Literacy Specialist Teachers Librarian	Ongoing 2012-2013	School Budget	1. All classes will read and respond to common text around themes of character.
	Staff and faculty will reflect the cultural composition of the student population.	Principal Superintendent Asst. Superintendent	Ongoing 2012-2013	School Spring Community Resources Professional Networking Tucker Diversity Committee	1. Increase number of faculty reflecting cultural composition of the school.
	School documents will be accessible to all families in	Principal ELL Coordinator ELL Teacher	Ongoing 2012-2013	District Resources Central Office DESE	<ol style="list-style-type: none"> <li>1. School Handbook will be available in Haitian Creole.</li> <li>2. All Special Education documents will</li> </ol>

	their home language.	School Adjustment Counselor			be translated into student's home language. 3. Translators available at parent meetings and principal coffees.
	Increase the number of parents/families participating in school community activities.	Principal PTO Diversity Committee	Ongoing 2012-2013		1. Develop family programs and activities that support the needs of school population (provide childcare, family dinners). 2. Joint committee meetings between PTO, Diversity Committee and School Site Council to brainstorm strategies to engage families.
	Unity Night Celebration	PTO Teachers Principal	Ongoing 2012-2013	PTO Funds Orig Nations Dance Company	1. Hold Unity Night in December to celebrate the diversity how Tucker's diverse children and families unites into one community.
School Diversity Committees	School Diversity Committee will meet monthly to identify initiatives to support Tucker students and families.	Principal Diversity Committee	Ongoing 2012-2013		1. Diversity committee will review and revise goals of 2012-2013 action plan.

**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	Assistive Technology	Director Special Education Special Ed. Team Chair Co-taught Teachers	Ongoing 2012-2013	School Budget Grants	1. Students needing assistive technology as written on their IEP's will have access to resources. 2. Teachers will incorporate assistive technology into instruction on a regular basis as needed.
Research Based/Best Practices	Mastery Learning	Principal Teachers Curriculum Coordinators	Ongoing 2012-2013	90/90/90 Schools	1. Students will have the opportunity to master concepts at 85% accuracy by re-learning concepts and retaking tests. 2. All students will score within the high average range (50-60%) in their Student Growth Percentile.
Identify Other Best Practices in the Education	Student Clubs and Enrichment Activities to Support/Develop the Whole Child.	Principal School Site Council Diversity Committee	Ongoing 2012-2013	Tuition Fundraising District Resources Community Support	1. Tucker students will have the opportunity to participate in enrichment activities before and after school. 2. Students will have access to club activities through scholarship as needed.
Accreditation					
Student Mentoring	Develop Student Mentoring Process	Principal Adjustment Counselor Student Support Team	Ongoing 2012-2013		1. Through the Student Support Team, strategies to link students to mentors will be brainstormed and implemented.