



**North Middlesex Regional School District
School Improvement Plan
2019-2024**

North Middlesex Regional School District Mission & Vision

Mission: To provide a comprehensive educational experience focused on students becoming contributing members of society.

Vision: The North Middlesex Regional School District is dedicated to working with students, families, and the community to ensure that every student is achieving at his or her potential. The social and emotional health of all students is supported in an engaging, inspiring, and challenging learning environment necessary for student success.

NMRSD Strategic Objectives and Strategic Initiatives

Strategic Objective 1 / Consistent & Rigorous Curriculum

Implement a rigorous and relevant curriculum while strengthening instructional practices that promote purposeful student engagement in learning.

Initiatives:

- Implement and revise common assessments (formative and summative) that include common collection methods that leverage teacher expertise and ensure student success through collaborative data analysis.

Strategic Objective 2 / Meeting the Needs of All Students

Develop and expand educational experiences to ensure that all students are provided with high-quality learning opportunities for academic, social and emotional needs.

Initiatives:

- Provide targeted interventions and appropriate programming to meet individual needs and provide increased opportunities for individual academic, social, and emotional needs of our students.
- Establish and integrate social and emotional learning strategies in efforts to create a safe and positive learning environment.
- Offer a minimum of three yearly parent/guardian informational opportunities aimed at providing supports/education as a means to understand their child's social and emotional needs.

Strategic Objective 3 / Culture & Community

Create a variety of opportunities to foster a cohesive district-wide climate, culture, and sense of community that benefits all stakeholders.

Initiatives:

- Develop branding and marketing opportunities to promote district pride.
- Develop and expand interschool opportunities for students and staff of NMRSD to promote a positive district-wide culture.
- Cultivate on-going community partnerships with local businesses and organizations.



Hawthorne Brook Middle School

School Improvement Plan

2019-2024

Mission:

- Our students will be nurtured to become life-long learners with respect for themselves and their fellow learners, teachers and community.
- Our students will learn in a safe, secure environment that promotes a climate that is comfortable and respectful of the individual differences of all those in our school community.
- Our students will receive a foundation of social development through a DESE approved curriculum, along with learning and applying skills that allows them to recognize, report and stop bullying-type behavior.
- Our students will receive instruction consistent with the Common Core Standards in which they will be taught the explicit skills of reading, mathematics, writing and communication so that they can, in turn, read to learn, be logical thinkers and problem solvers, communicate their thoughts, defend their ideas, critique the reasoning of others and explore worlds unseen.
- Our students will take an active role in their education by engaging in discussions, exploring existing and new-found interests through reading, questioning, researching, and writing.
- Our students will be assessed and celebrated for achievements of skills, as well as demonstrations of their individual growth.
- Our students will have the opportunity to build a foundation and love for music, arts, technology, literacy and physical education, and realize how these disciplines enhance the curriculum.
- Our students will know that they are important to all those involved in their education and that their thoughts, feelings and actions matter in each area of their school day.

Vision:

The North Middlesex Regional School District is dedicated to working with students, families, and the community to ensure that every student is achieving at his or her potential. The social and emotional health of all students is supported in an engaging, inspiring, and challenging learning environment necessary for student success.

Strategic Objectives and Initiatives

<p align="center"><u>Strategic Objective 1</u> <u>Consistent & Rigorous Curriculum</u></p>	<p align="center"><u>Strategic Objective 2</u> <u>Meeting the Needs of All Students</u></p>	<p align="center"><u>Strategic Objective 3</u> <u>Culture & Community</u></p>
<p>Implement a rigorous and relevant curriculum while strengthening instructional practices that promote purposeful student engagement in learning.</p> <p>Initiative: Implement a rigorous and relevant curriculum while strengthening instructional practices that promote purposeful student engagement in learning.</p> <ul style="list-style-type: none"> ● Implement and revise common assessments as necessary 	<p>Develop and expand educational experiences to ensure that all students are provided with high-quality learning opportunities for academic, social and emotional needs.</p> <p>Initiative: Develop and expand educational experiences to ensure that all students are provided with high- quality learning opportunities for academic, social and emotional needs.</p> <ul style="list-style-type: none"> ● In collaboration with Nissitissit MS, develop a middle school schedule that provides all middle school students with the same opportunities for success. ● Implement PLTW STEM units of study in grades 5-8 ● Implement MARC Social Competency Program in grades 5-8 ● Implement the SEL strategies: application of the S.H.O.W. Hallway/Transition Time protocol, using signal for attention as a way to gauge readiness and regulation, greeting students on a daily basis upon entering learning spaces, and bring in additional strategies throughout the school year. ● Host an annual Parent/Guardian Informational Night as a means to understand social & emotional development in teens. 	<p>Create a variety of opportunities to foster a cohesive district-wide climate, culture, and sense of community that benefits all stakeholders.</p> <p>Initiative :Develop and expand interschool opportunities for students and staff of NMRSD to promote a positive district-wide culture.</p> <ul style="list-style-type: none"> ● Monthly Staff Breakfasts ● Implement Peer classroom visits ● Student/ Faculty events ● Collaboration between Townsend Recreation, Pepperell Recreation, Townsend PTO and Pepperell PTO to promote and organize joint events in each school/town for all district middle school students

HBMS – SCHOOL IMPROVEMENT PLAN – 2019-2024

STRATEGIC OBJECTIVE #1 ACTION PLAN	2019-2020
Strategic Initiatives	<ul style="list-style-type: none"> Implement and revise common Assessments

Monitoring Progress – Process Benchmarks What will be done, when, and by whom?	Person(s) Responsible	Date					Status
		2019 2020	2020 2021	2021 2022	2022 2023	2023 2024	
1. Curriculum committees will meet to look at data based on common assessments, mcas scores and other informative measures to improve instructional practices. Meetings will occur with District Curriculum Leaders: Winter date 1/14/20 EOY date 5/28/20 District Teacher Leaders meet by content area: Science: 9/24, 11/18, 12/10, 2/10, 3/25, 6/8 Math: 10/29, 12/02, 1/27, 3/16, 6/1 ELA: 10/29, 12/9, 1/13, 2/11, 3/23, 6/1 Social Studies: 10/11, 1/17, 3/06 Hawthorne Brook Curriculum Meeting: Every content area meets once every 6-day cycle.	Curriculum Leaders, Teacher Leaders, Admin.	See dates					

Measuring Impact - Early Evidence of Change Benchmark Changes in practice, attitude, or behavior observed if the initiative is having its desired impact.	Person (s) Responsible	Date	Status
<ul style="list-style-type: none"> Students will demonstrate improvement through data collected from Common Assessments, Student work, MCAS Scores. 	Curriculum Leaders, teacher leaders		

Resources Needed to Support Implementation- The staff and financial resources allocated to support this initiative
<ul style="list-style-type: none"> VAR and/or common data collection methods Scheduled meetings with district curriculum leaders, teachers, and administration Scheduled curriculum meetings occur at HBMS once every 6-day cycle

HBMS – SCHOOL IMPROVEMENT PLAN – 2019-2024

STRATEGIC OBJECTIVE #2 ACTION PLAN	2019-2020
Strategic Initiatives	<ul style="list-style-type: none"> ● Continue to implement the SEL strategies introduced by SEL Committee. Bring in additional strategies throughout the year. ● Implement the MARC Social Competency Program in grades 5-8 ● Plan parent/guardian information nights on SEL ● Align middle school schedules so that all students have equitable educational experiences.

Monitoring Progress – Process Benchmarks What will be done, when, and by whom?	Person(s) Responsible	Date					Status
		2019 2020	2020 2021	2021 2022	2022 2023	2023 2024	
<ul style="list-style-type: none"> ● Daily implementation of the following strategies beginning 9/2019: <ul style="list-style-type: none"> ○ universal call sign ○ greeting students ○ setting and monitoring hallway expectations 	Administration and Staff	9/2019					
<ul style="list-style-type: none"> ● MARC lesson schedules for implementation will be completed by January 2020 and Lessons will begin . 	Administration, SEL team , Staff	1/2020					
<ul style="list-style-type: none"> ● Scheduled SEL team meetings : 8/27, 8/28, 10/23, 12,11, 1/15, 3/05 	Administration						
<ul style="list-style-type: none"> ● Time dedicated in every monthly faculty meeting for SEL discussion, updates and progress reports. 	Administrators	monthly					
<ul style="list-style-type: none"> ● Plan informational parent/guardian nights to increase parent understanding of SEL and how it impacts teens. 	Admin, School Counselors, Mental Health Team						
<ul style="list-style-type: none"> ● Monitor Attendance 	Admin, School Counselors, Staff	ongoing					
<ul style="list-style-type: none"> ● Work in collaboration with NMS to align our student schedules. ● Both school administrations will meet monthly to work on alignment: 	HBMS & NMS Admin	monthly					
<ul style="list-style-type: none"> ● Apply for PLTW Grant 1/2020 Implement PLTW STEM units of study in grades 5-8 beginning 20/21 school year 	Middle school administration, science teachers	1/2020					
<ul style="list-style-type: none"> ● Teacher will attend professional development for PLTW- date 	computer science teacher	7/2020					

Measuring Impact - Early Evidence of Change Benchmark Changes in practice, attitude, or behavior observed if the initiative is having its desired impact.	Person (s) Responsible	Date	Status
<ul style="list-style-type: none"> Increase in student attendance 	staff, school counselors, administration	6/2020	
<ul style="list-style-type: none"> Reduction in disruptive behaviors 	staff, school counselors, administration	6/2020	
<ul style="list-style-type: none"> Reduction in at risk behaviors 	staff, school counselor, administration	6/2020	
<ul style="list-style-type: none"> By March 1st both Middle Schools will have an aligned schedule that reflects our common goal of providing equitable educational and social emotional experiences for all students. 	Middle School Administration	3/2020	
<ul style="list-style-type: none"> Over the next 3 years, Nissitissit will implement PLTW STEM units of study in all grades for all students. Students will increase their knowledge of Science, Technology, Engineering and Math as measured by common assessments and MCAS where applicable 	Middle School admin and science teacher leaders	9/2020	

Resources Needed to Support Implementation-
The staff and financial resources allocated to support this initiative
Continued professional development by SEL team members
<ul style="list-style-type: none"> NELMS School Assessment Reports Scheduled meetings with Middle School Administration and other necessary stake-holders. PLTW Grant

HBMS – SCHOOL IMPROVEMENT PLAN – 2019-2024

STRATEGIC OBJECTIVE #3 ACTION PLAN	2019-2020
Strategic Initiatives	<ol style="list-style-type: none"> Establish a committee charged with identifying, maintaining, and expanding the fun, meaningful events/traditions among staff and students at HBMS. Enhance collaborative culture through implementation & encouragement of peer classroom visits. Collaboration with Townsend/Pepperell Recreation boards, Townsend/Pepperell PTO organizations to organize joint events for district middle school students

Monitoring Progress – Process Benchmarks What will be done, when, and by whom?	Person(s) Responsible	Date					Status
		2019 2020	2020 2021	2021 2022	2022 2023	2023 2024	
<ul style="list-style-type: none"> Establish a voluntary committee consisting of faculty members which will identify and recognize current events/traditions which positively impact HBMS culture and climate, as 	Administration, Assigned Faculty Members	2/20					

well as who is responsible for organizing the events.							
<ul style="list-style-type: none"> Staff members responsible for events will confirm scheduled events with administration 	Administration, Assigned Faculty Members	2/2020					
<ul style="list-style-type: none"> Committee will meet on a bi-monthly basis to evaluate the value/effectiveness of identified events/traditions, and plan for the following school year. 	Assigned Faculty Members	2/2020 4/2020 0/6/2020					
<ul style="list-style-type: none"> Encourage staff to visit other classrooms and share insight, information, ideas, skills. Coverage will be offered when visits are planned ahead of time appropriately. 	Administration	ongoing at monthly mtgs					
<ul style="list-style-type: none"> There will be a standing space on each faculty meeting agenda for faculty members to share-out experiences from visits. 	Faculty members	monthly					
<ul style="list-style-type: none"> Collaboration between Townsend Recreation, Pepperell Recreation, Townsend PTO and Pepperell PTO to promote and organize joint events in each school/town for all district middle school students 	Administration, Town Recreation, PTO Organizations	11/2019 12/2019					

Measuring Impact - Early Evidence of Change Benchmark Changes in practice, attitude, or behavior observed if the initiative is having its desired impact.	Person (s) Responsible	Date	Status
<ul style="list-style-type: none"> Positive feedback from parents and teachers (survey) 	Administration, staff		
<ul style="list-style-type: none"> Promotes positive culture throughout the building (survey) 	Administration, staff		
<ul style="list-style-type: none"> Increases communication and collaboration among staff. 	Administration, staff		
<ul style="list-style-type: none"> Promotes unity between both schools. Provides opportunities for students from both towns to attend events together prior to attending high school. 	Administration, Townsend PTO, Pepperell PTO, Townsend and Pepperell Recreation		

Resources Needed to Support Implementation-
The staff and financial resources allocated to support this initiative
<ul style="list-style-type: none"> SEL Team, Guidance Counselor, Social Worker
<ul style="list-style-type: none"> Community representatives from PTO and Recreation Departments,