

Weston Middle School Improvement Plan 2021-2024

WPS Strategy 1: Innovative Instruction For All Students		
Action Steps	Measurable Outcomes	Status
<p>A. Plan and provide at least eight WMS Faculty CRE training sessions focusing on building learning partnerships and supporting students' information processing.</p> <p>CRE Lesson Example</p> <p>CRE Lesson Example</p> <p><i>(Principal, CRE leadership team, MS CRE Team)</i></p>	<p>At least eight school-based CRE sessions throughout the 2021-2022 school year</p> <p>Survey feedback from faculty about the CRE training sessions, May 2022</p> <p>CRE strategies for building learning partnerships and supporting students' information processing observed in visits of practice in 2021-2022</p>	
<p>B. Incorporate CRE, Responsive Classroom, and Teaching for Equity and Inclusivity strategies into goal setting and coaching playbooks. Provide support for teachers practicing these strategies.</p> <p>SMARTIE GOALS</p> <p>Focus Areas for Professional Practice Goals</p> <p><i>(Coaches, Principals, Directors, Department Heads)</i></p>	<p>80% of teachers incorporate at least one of these strategies in either their professional practice or student learning goals, Fall 2021</p> <p>Playbook of key practices constructed in summer 2021</p> <p>Increased number of coaching cycles with teachers on these key practices in 2021-22</p> <p>Evidence of increased use of these practices when observing classroom instruction in 2021-22</p> <p>Teachers develop one main CRE practice for each quarter and demonstrate it for an instructional coach, colleague or administrator?</p>	
<p>C. Refresh Middle School teachers on the principles of project-based learning (PBL): challenging problem/question; sustained inquiry; authenticity; student voice and choice; reflection; critique and revision, public product</p> <p>Bring back J-Term for June, 2022, where course offerings follow project-based learning principles</p>	<p>Teacher training and preparation completed in winter/spring 2022.</p> <p>June Academy and J-Term program implemented in June 2022. All courses meet at least four PBL principles.</p> <p>Faculty meeting and PD time devoted to refresh/trainings in the spring 2022</p>	


<p>PBL Works Resource</p> <p>J-TERM Courses 2020</p> <p>(Asst. Superintendent for Teaching and Learning, Middle School Principal/Asst. Principal, Directors and Department Heads, MS PBL Think-Tank, MS Teachers)</p>		
<p>D. In accordance with DESE guidelines, continue to develop and enhance eighth grade and ninth grade civics projects</p> <p>(Asst. Superintendent for Teaching & Learning, Social Studies Department Head, eighth and ninth grade social studies teachers)</p>	<p>Eighth and ninth grade civics projects created and taught for all students in the 2021-2022 school year</p>	
<p>E. Implement a FLEX Block at the Middle School that provides support to students in multiple areas: Multi-Tiered Systems of Supports, Student choice and Agency, and Social & Emotional Learning and Connections</p> <p>(Principal/Assistant Principal, MS Leadership Team, MS Faculty)</p>	<p>Grades 6-8 have FLEX Block 4x a week from 12:30-1:00 in Advisory Groups.</p> <p>FLEX Block Overview</p> <p>FLEX Block Student/Faculty Surveys in May 2022</p>	

WPS Strategy 2: Diversity, Equity and Inclusion		
Action Steps	Measurable Outcomes	Status
<p>A. Develop a set of school-wide practices that every teacher will use to welcome students back to in-person learning in September 2021. These practices include knowing names and pronunciations, greetings, icebreakers, class rituals, and other community building activities.</p> <p>https://www.cultofpedagogy.com/relationship-building/</p> <p>(Asst. Superintendent for Teaching & Learning, Director of District Advancement, Principals, MS Leadership Team, Faculty/Staff)</p>	<p>Introduction of practices at August faculty meetings.</p> <p>Grade level teams will collaborate to support and plan for continued use of practices starting in Fall 2021.</p> <p>Creation of a School-Wide Orientation Day and Interactive Slide Presentation</p> <p>WMS Orientation Program</p>	
<p>B. Re-establish all-school (or all-grade) assemblies for the purpose of building connection and belonging in every school.</p> <p>(Principal/Assistant Principal, Grade Leaders)</p>	<p>For each school, schedule of all-school / all-grade assemblies created in September 2021</p> <p>Grade level meetings shifted to FLEX</p>	

	<p>Blocks to not impact instructional time.</p> <p>Students surveyed about the impact of school/grade assemblies on their sense of belonging in May/June, 2022</p>	
<p>C. Reboot and enhance the Middle School Advisory Program so that every teacher is an advisor, all advisors are involved, trained and prepared, and that there is a system of providing relevant, engaging advisory lessons throughout the school year.</p> <p>Sample Advisory Activity WMS</p> <p>Advisory Lesson 4 Identity Web Template</p> <p><i>(Director of District Advancement, MS Principal/Asst. Principals, Advisory Teams)</i></p>	<p>Advisory systems, structures and schedules created by August 2021</p> <p>Advisory teams regularly planning advisory sessions and supporting educators with materials in 2021-22</p> <p>School-wide advisory professional development in Fall, 2021</p> <p>Students surveyed on the impact of advisory in May/June, 2022</p>	
<p>D. WMS establishes a positive behavior support plan that explicitly outlines what taking care of self, others, and community, looks, feels, and sounds like for students and educators. Backing up this support plan is guidance for educators in setting expectations and supporting students.</p> <p>Example:</p> <p>https://drive.google.com/file/d/1x4qmiSZw2swCKsu9HDkMicuKUvEMDiSf/view?usp=sharing</p> <p><i>(Director of District Advancement, School Principals and leadership teams)</i></p>	<p>Positive behavior support plans and backing guidance for educators developed and/or enhanced by June, 2022</p>	
<p>E. Utilize Responsive Classroom practices that promote democracy in the classroom; for example, student voice, including providing academic choice, including students in developing rules and guidelines, and providing interactive learning structures</p> <p>Responsive Classroom Principles</p> <p><i>(Asst. Superintendent for Teaching & Learning, Director of District Advancement, Principals, Directors and Department Heads, educators)</i></p>	<p>Evidence of democratic classroom practices found in over 80% of visits of practice during the 2021-22 school year</p>	
<p>F. Review student government at the Middle School and enhance the student government system, as</p>	<p>Self-studies from student governments for each school completed and</p>	

<p>appropriate to increase effectiveness and hear voices from all student constituents.</p> <p><i>(Principals, student council advisors, student council leaders)</i></p>	<p>presented by June, 2022</p>	
<p>G. Build Anti-Racist Practices into our programming at WMS</p> <p>How do we better engage our diverse members of our community? What steps can we take to better serve our families and invite participation, engagement, and dialogue? (Specifically POC and AAPI constituencies)</p> <p><i>(Principal/Assistant Principal, MS Leadership Team, Faculty/Staff)</i></p>	<p>Infuse anti-racist activities into 2-3 Advisory Lessons a year. Engage faculty in Anti-racists readings using our WMS Google Classroom articles, a school-wide read, 1-2 focus activities using a text protocol for discussion and reflection.</p>	

WPS Strategy 3: Communication and Community Connections		
Action Steps	Measurable Outcomes	Status
<p>A. Celebration Event: In partnership with the PTO, develop at least one event per school whose purpose is to bring the school community together and celebrate its diversity.</p> <p><i>(Principals, event organizers, PTO)</i></p>	<p>National Blue Ribbon School (NBRS) Honor/Celebration including community stakeholders, Winter/Spring of 2022</p> <p>NBRS School Profile 2021</p> <p>US Department of Education Announcement</p> <p>Community-building events for each school scheduled throughout the 2021-22 academic year.</p>	

<p>B. Use the Tool for Evaluating School Sponsored Events to examine them for inclusivity. Make changes to school-sponsored events as necessary to promote belongingness for everyone</p> <p> Copy of Tool to Evaluate School Sponsored Even...</p> <p><i>(Director of District Advancement, Principals, Event Coordinators)</i></p>	<p>Each school-sponsored event in 2021-22 reviewed for inclusivity prior to the event occurring</p>	
<p>C. Hold more WMS parent/community remote webinars throughout the school year for information sharing and connecting.</p> <p><i>(Principal/Assistant Principal, Grade Leaders, Faculty)</i></p>	<p>Aug 24, 2021 , (Recorded)</p> <p>WMS Welcome Back Webinar</p> <p>Sep 14, 2021, New Family Webinar</p> <p>Sep 22, 2021, Virtual BTSN</p> <p>Oct 7, 2021, Principal's Virtual Coffee</p> <p>Nov 3, 2021, Virtual Parent Conferences</p> <p>Nov 18, 2021, Principal's Virtual Coffee</p> <p>Dec 1, 2021, Virtual Parent Conferences</p>	
<p>D. The WMS Identity Project: With the implementation of our new Strategic Plan, this work will be linked to the Strategic Planning initiative district-wide. Who are we?</p> <p>This project will start at the school council level and ask this essential question to help us get to a point of identifying our core values and publicly share a unified, Mission Statement, Vision and Key Values. These will be tastefully displayed banners on our campus and in our school, timed to be ready for the Fall of 2022.</p> <p><i>(Principal, Leadership Team, School Council, Faculty/Staff/Students)</i></p>	<p>Work will begin on this project in January of 2022 by a Middle School focus group.</p> <p>Spring of 2022, a draft will be presented to the MS Cabinet for review, and changes will be made to our Mission, Vision, and Key Values over the summer.</p> <p>In the Fall of 2022, the final draft will be uploaded to our POS, Website and banners will be placed on our campus highlighting our key values.</p>	

**Weston Middle School
School Council
2021-2022**

Parents:	Current WMS Grade Affiliation	YEAR
Kristin Asadourian	7	2
Anna Berger	7	1
Jane Ortiz	8	2
Jonathan Rosen	7	2
Ed Soares	6	1
Tiao Xien	7	2

Community Representative:
Susan Gula Multiple

Faculty/Staff Members:		Role	YEAR
Phoenix Aiello	8	School Counselor	2
Chris Brown	7	Science Teacher	2
John Gibbons	6-8	Principal	Multiple
Cyril Kakulu	6-8	METCO Academic Liaison	2
Peggy Payne	6	Learning Specialist	1
Lorraine Sousa	6-8	Library/Media Specialist	2