

**Weston Public Schools  
Weston Middle School  
Improvement Plan 2018-2021**

<b>Mission</b>
To educate, equip, and inspire all students to achieve their full potential and enrich their communities.
<b>Vision</b>
Weston Public Schools and the wider community are committed to excellence in learning for all students. Students will imagine, reflect, and innovate within a safe learning environment that develops their academic, social, and emotional growth and well-being.  We will build the critical thinking and collaboration skills necessary to participate positively in a complex and constantly changing, culturally diverse world.
<b>Core Values</b>
<b>WMS MISSION</b>  <i>The Weston Middle School strives for excellence and fosters a community of learners, guiding students toward their optimal intellectual, social, emotional and physical development.</i>
<b>Theory of Action</b>
<b>EXPECTATIONS</b>  <i>The Weston Middle School community fosters academic growth, encourages personal development, and strives for each student to respect self and others. We believe in learning as a process and respect both individual learning styles and the diverse cultural and family backgrounds of our students. A variety of teaching methods is utilized to achieve a shared goal of success for all students. Students are encouraged to develop high expectations for themselves and to meet their goals. All members of the community work collaboratively toward shared ideals, while accommodation is made to meet the needs of the individual. We model mutual respect and tolerance. Students are held responsible for positive contributions to a safe environment for learning and playing.</i>  <b>Goals</b>  <i>At Weston Middle School all students will:</i>  <i>1. Participate in a well-rounded, quality program that develops their multiple, diverse talents.</i>  <i>2. Act responsibly as they grow to become critical thinkers, problem solvers and independent learners.</i>  <i>3. Develop a sense of self-respect, as they are recognized for positive contributions to the learning community.</i>  <i>4. Build upon successful experiences through participation in curricular and extracurricular offerings including rigorous, challenging academics; experimental and performance –based arts; and interest-based activities and athletics.</i>

5. *Respect the diversity of our community and the world, fostering a sense of tolerance and empathy for others.*
6. *Dare to take appropriate risks and succeed or fail in a safe environment guided by caring teachers, parents, and support staff.*
7. *Engage in active learning opportunities, and apply skills and talents to real-world problems.*
8. *Think critically about the world and their role in it as they explore opportunities for service to others within and outside our community.*
9. *Learn as a community and understand what it means to be a responsible citizen.*
10. *Discover the joy of learning and all of its wonder.*

***Strategic Objectives***

**1. Strengthen educational practices**  
in order to promote intellectual stretch, engaged learning, equitable access, and excellence for every student, every day.

**2. Foster students' well-being**  
in order to develop their emotional resiliency and intellectual curiosity.

**3. Champion a school community committed to cultural competency, trust, and mutual respect**  
in order to prepare students to be citizens of the world.

***Strategic Initiatives***

1. Design professional development opportunities for differentiated instruction using our Instructional Coach and implement the coach model into the Middle School staffing structure.

1. Develop the Middle School Transitions Program to support students with social-emotional barriers.

1. Build the Middle School Unity Day into the calendar and design student activities for the day with a plan to make this an annual event.

<p>2. Improve the J-TERM model for year 3 of implementation using feedback data from surveys.</p>	<p>2. Implement the Student Life Survey and develop a strategic plan for data analysis and programming as a result.</p>	<p>2. Review and revise the WMS mission statement, expectations and goals to reflect current values.</p>
<p>3. Analyze the WMS Schedule and participate in phase two of the Start Time Committee to review the MS and HS schedules. Must be part of a joint committee.</p>	<p>3. Explore a school-wide advisory model for grades 6-8, with common goals, activities, and build a schedule to implement such a program.</p>	<p>3. Redesign the middle school student councils to foster student/student-faculty collaboration and problem-solving.</p>
<p>4. Use data team process to analyze standardized test data to guide the closure of the achievement gaps that exist in specific cohorts</p>	<p>4. Explore the X Block concept for the middle school with a faculty team. Generate proposals for review by the Spring of 2019.</p>	<p>4. Recruit, hire and retain diverse faculty and staff when possible and as new positions open up.</p>
<p>5. Redesign Math Topics course to specifically address identified achievement gaps in our students. and build DSP and Math Lab programs that</p>	<p>5. Investigate a Maker-Space for students to explore, experiment, and create.</p>	<p>5. Teachers will design brief course surveys for their students to complete for formative feedback. This data</p>

target students who demonstrate low achievement and growth on MCAS measures.		will be for their professional growth.
6. Create a comprehensive Google Platform for all faculty-student organization and communication.	6. Enhance our school safety procedures through additional ALICE trainings, student/faculty drills.	6. Explore Facing History and Ourselves program called Fostering Civil Discourse for creating civil, inclusive, and respectful school cultures.

**Outcomes**  
*To keep this document dynamic, these will be updated during the school year.*

- Strengthen educational practices**
1. Instructional Coach, 2019 1st year
  2. J-TERM, 2019 3rd year
  3. Data Team, 2019 1st year
  4. Topics Math/DSP, 2019 review
  5. Google Platform, 2019 1st year
- Foster students' well-being**
1. Transitions Program, 2019 2nd year
  2. School Safety: ALICE, 2019 2nd year
  3. X-Block, 2019 1st year
  4. Responsive Classroom/Advisory, proposed 2020
- Champion a school community committed to cultural competency, trust, and mutual respect**
1. Unity Day, 2nd year

## **School Council Members 2018-19**

John Gibbons, Principal

Katharina Wilkins, Parent

Lauren Belmont, Faculty

Tricia Liu, Parent

Linda Oshman, Faculty

Heather Lawlor, Parent

Adam Katz, Faculty

Kate Dickie, Parent

Catherine Riedel, Parent

Susan Gula, Community Member