



**Walsh Middle School
School Improvement Plan
2017-2020**

Members

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Meeting Dates

Monday: 10/16/17
Monday: 2/12/18
Monday: 5/21/18

SCHOOL COUNCIL MISSION

The mission of the Walsh Middle School Council is to assist the principal in implementing the Core Values of the School and District while promoting excellence. It is our goal to focus on enhancing parent and community involvement, incorporating personalized learning, increasing technology into the curriculum, ensuring academic success, and improving the social/emotional development of our students. We are committed to developing an educational environment that will foster a respectful environment and make certain that each student will become a productive member of society with a commitment to life-long learning.

Executive Summary

Walsh Middle School is creating an environment in which all students can be successful socially, emotionally, and academically. This will also help to prepare them for high school and beyond.

To meet this goal, we focus on the social and emotional learning of our students (mentoring, social competency, Panorama data & Positive Behavior Intervention and Support). In addition, we foster an academic mindset through a personalized learning model. A flexible learning environment is an essential element to achieve our goal; it allows teachers to use project based learning, next generation curricula and formative assessments as effective resources to increase student engagement. This will give the graduates of Walsh Middle School the tools needed to embrace the challenge and excitement of high school and beyond.

This School Improvement Plan represents significant data analysis in order to identify strengths and areas of growth with regard to curriculum, student instruction, educational environment, and the shared district vision. The Walsh community will continue to use the School Improvement Plan to focus on instruction and improve student growth and achievement, as well as establish professional and student learning goals.

We continually explore opportunities to provide optimal learning experiences for every student in the classroom and beyond. Our core values of Respect, Ownership, Acceptance and Responsibility (ROAR) set the tone for productive learning.

Goal 1: Standard I: Curriculum, Planning, and Assessment

Ensure that all students have personalized learning opportunities, measured by observations, student work and feedback. Create learning opportunities to increase the transliteracy* skills for 100% of the student population to emphasize the 21st century skills of analytical thinking, flexible thinking, and reasoning as measured by focused walk-throughs and observations.

Goal 2: Standard II: Teaching All Students

Improve the social and emotional well being of all students at Walsh measured by attendance data, student and parent surveys, and referral data.

Goal 3: Standard III: Family and Community Engagement

Foster an open and collaborative relationship with the parents and community at large.

Goal 4: Standard IV: Professional Culture

(A) All Walsh staff will foster a safe, nurturing, and respectful learning and working environment, resulting in an increase in stakeholder (staff, parents, students) satisfaction.

(B) Create a Professional Learning Community rich in professional development focused on high expectations and continuous improvement for professional practice.

** The ability to read, write and interact across a range of platforms and media.*

Read more at <http://www.yourdictionary.com/transliteration#VLRo8tCijyyAlhi6.99>

SCHOOL COUNCIL GOALS

Standard I: Curriculum, Planning, and Assessment

The Framingham Public Schools “promote the learning and growth of all students by providing high-quality and coherent instruction, designing and administering authentic and meaningful student assessments, analyzing student performance and growth data, using this data to improve instruction, providing students with constructive feedback on an ongoing basis, and continuously refining learning objectives” (DESE, 2012).

School Improvement Goal

Ensure that all students have personalized learning opportunities, measured by observations, student work and feedback. Create learning opportunities to increase the transliteracy* skills for 100% of the student population to emphasize the 21st century skills of analytical thinking, flexible thinking, and reasoning as measured by focused walk-throughs and observations.

School Improvement Goal Statement of Purpose

Creating learning opportunities that increase the transliteracy and 21st century skills will prepare students for high school and beyond.*

Action Steps	Timeline	Relevance to District Improvement Efforts	Expected Outcomes	Resources Needed (Identified in Budget)
Continue work with Center for Collaborative Education	2017-2020	<u>High Leverage District Goal 1.1:</u>	Staff will have a greater understanding of modifying and creating personalized learning with lessons that include project based experiences for all students.	Operating budget
Continue to collaborate with TLA (Teaching and Learning Alliance)	2017-2020	<u>High Leverage District Goal 1.1:</u> Develop a shared understanding of high quality instruction, including content and instructional strategies, by all staff and executed in all classrooms and instructional settings.	Staff will use the balanced literacy model and gradual release method that allows for student centered work and frees up the teacher to confer with students 1:1 or in small groups to personalize the learning.	Operating budget for contract Professional development for identified staff
Create professional development opportunities for staff with a focus on project based	2017-2020	<u>High Leverage District Goal 1.1:</u> Develop a shared understanding of high quality	Staff will have a clear understanding of what project based learning is and how to begin	Substitutes Dedicated PD time

learning/personalized learning		instruction, including content and instructional strategies, by all staff and executed in all classrooms and instructional settings.	incorporating it into their classrooms.	
ELA/SS/Math/Science Create synthesis lessons that require students to use evidence from multiple sources in a written response.	2017-2020	<u>High Leverage District Goal 1.1:</u> Develop a shared understanding of high quality instruction, including content and instructional strategies, by all staff and executed in all classrooms and instructional settings.	Students will be able to demonstrate the ability to cite evidence and draw conclusions using multiple sources in order to convey ideas and make meaning.	Planning time Online and print resources
Create lessons that require students to show competency using a variety of 21 st Century Skills.	2017-2020	<u>High Leverage District Goal 1.1:</u> Develop a shared understanding of high quality instruction, including content and instructional strategies, by all staff and executed in all classrooms and instructional settings.	Students will be able to demonstrate the ability to use multiple online platforms in order to convey ideas and conduct research.	Afternoon PD (could be done during staff meeting)
Create cross-disciplinary lessons that incorporate real life situations that allow students to use a variety of 21 st Century Skills.	2017-2020	<u>High Leverage District Goal 1.1:</u> Develop a shared understanding of high quality instruction, including content and instructional strategies, by all staff and executed in all classrooms and instructional settings.	Students will be able to demonstrate the ability to use multiple platforms in order to convey ideas, conduct research to various audiences.	Additional Chromebooks in order to become 1:1 ratio (140). Makerspace consumables. Afternoon PD (could be done during staff meeting)

* The ability to read, write and interact across a range of platforms and media.
Read more at <http://www.yourdictionary.com/transliteracy#VLRo8tCijyyAlhi6.99>

Standard II: Teaching All Students

The Framingham Public Schools “promote the learning and growth of all students through instructional practices that establish high expectations, create a safe and effective classroom environment, and demonstrate cultural proficiency” (DESE 2012). We understand that when we attend to the social-emotional learning needs of our students, then our students are empowered to construct their own learning.

School Improvement Goal

Improve the social and emotional well being of all students at Walsh measured by attendance data, student and parent surveys, and referral data.

School Improvement Goal Statement of Purpose

The Walsh Middle School Principal, Faculty and Council have reviewed the data that shows students are struggling with various social and emotional issues. These issues are having a negative impact on academic growth and achievement.

Action Steps	Timeline	Relevance to District Improvement Efforts	Expected Outcomes	Resources Needed (Identified in Budget)
Provide professional development for staff with an emphasis on what social emotional education looks like in a classroom	Weekly 2017-2020	<u>High Leverage District Goal 2.1:</u> Promote academic achievement and social and emotional growth for all students.	A reduction in the number of students needing emergency referrals and a better understanding of how to best support all students.	Operating Budget Substitutes Dedicated PD time
Collaborate with Collaborative for Academic, Social and Emotional Learning (CASEL) to gather data	2017-2020	<u>High Leverage District Goal 2.2:</u> Deliver targeted supports and interventions based on the analysis of data and identification of student-specific needs.	Based on the data and recommendation by CASEL, Walsh will develop ongoing school wide action steps to improve the social/emotional well being of our students.	Social Emotional Learning (SEL) team to review Panorama data.
Develop mentoring/advisory program	2019-2020	<u>High Leverage District Goal 2.1:</u> Promote academic achievement and social and emotional growth for all students.	Students will have a ‘go-to’ adult in the building who they feel comfortable talking with. This will help students improve their interpersonal and intrapersonal skills.	PD and/or resources for staff Possible changes to current schedule.
Research differences between mentoring and advisory models.	2018-2019		Students will make greater connections with students and staff	Data collection and observation of the models in practice.

Review current interventions in place at Walsh: social competency and anti-bullying education	2017 - 2018	<u>High Leverage District Goal 2.1:</u> Promote academic achievement and social and emotional growth for all students.	Increased support to better address the social/emotional needs of students. Provide education and guidance to students to build increased awareness and empathy.	Curriculum and program review during PD. Stipends
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Standard III: Family and Community Engagement

The Framingham Public Schools “promote the learning and growth of all students through effective partnerships with families, caregivers, community members, and organizations” (DESE 2012).

School Improvement Goal

Foster an open and collaborative relationship with the parents and community at large.

School Improvement Goal Statement of Purpose

Creating an atmosphere where students, parents, and faculty are collaborative will improve student growth and achievement.

Action Steps	Timeline	Relevance to District Improvement Efforts	Expected Outcomes	Resources Needed (Identified in Budget)
Provide multiple opportunities for parents and the community to visit Walsh during the school day.	2017-2020	<u>High Leverage District Goal 3.1:</u> Foster community partnerships and support, engage and collaborate with every family in the educational mission of the Framingham Public Schools	Increased parent and community visibility within Walsh Increase opportunities by at least 1 event additional per year	Custodian Translations
Provide weekly updates to families (Parent News)	weekly 2017-2020	<u>High Leverage District Goal 3.1:</u> Foster community partnerships and support, engage and collaborate with every family in the educational mission of the Framingham Public Schools	Parents/Community will have updated information weekly via email and social media.	No cost
Provide team based newsletter detailing highlights of classroom activities, upcoming team events and team based reminders	Monthly 2017-2020		Parents will have a better understanding and connection to classroom activities and how they can support their child at home	None
Invite PTO to various faculty based meetings (Team, Team Leader, Faculty Meetings)	3x a year 2017-2020		Improved partnerships between parents and faculty to support new school based initiatives	None

<p>Continue promoting community events (Curriculum Night, Parent Forums, Two-Way Nights, Spirit Week, Family Nights)</p>	<p>September - June 2017-2020</p>	<p><u>High Leverage District Goal 3.1:</u> Foster community partnerships and support, engage and collaborate with every family in the educational mission of the Framingham Public Schools</p>	<p>Increased parent and community visibility within Walsh Positive relationships with stakeholders Creating a sense of Walsh pride in the building and community</p>	<p>Custodian Police Detail Translations</p>
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Standard IV: Professional Culture

The Framingham Public Schools “promote the learning and growth of all students through ethical, culturally proficient, skilled, and collaborative practice” (DESE 2012).

School Improvement Goal

(A) All Walsh staff will foster a safe, nurturing, and respectful learning and working environment, resulting in an increase in stakeholder (staff, parents, students) satisfaction.

(B) Create a Professional Learning Community rich in professional development focused on high expectations and continuous improvement for professional practice.

School Improvement Goal Statement of Purpose

Fostering an environment of professionalism, respect, and learning will have a positive impact on student learning.

Action Steps	Timeline	Relevance to District Improvement Efforts	Expected Outcomes	Resources Needed (Identified in Budget)
Review staff Panorama survey results	September - November 2017-2020	<u>High Leverage District Goal 4.1:</u> Create and nurture a collegial, collaborative, and professional culture among teachers that supports the district’s focus on increasing student achievement.	Improved collaboration and collegiality between colleagues.	None
Create action plan to improve staff collaboration and sensitivity (including development of staff norms).	November - December 2017-2020	<u>High Leverage District Goal 4.1:</u> Create and nurture a collegial, collaborative, and professional culture among teachers that supports the district’s focus on increasing student achievement.	Improved collaboration and collegiality between colleagues.	Professional development flexibility within the school day.
Scheduled peer observation time within the school day	Monthly 2017-2020	<u>High Leverage District Goal 4.1:</u> Create and nurture a collegial, collaborative, and professional culture among teachers that supports the	Improved student achievement and growth and the dissemination of best practices	Scheduling flexibility

		district's focus on increasing student achievement.		
Opportunities for community outreach Ex. volunteer opportunities	1x trimester 2017-2020		Build and improve staff relationships by providing opportunities to work towards common goal	None
Scheduled grade level meetings	Monthly 2017-2020	<u>High Leverage District Goal 4.1:</u> Create and nurture a collegial, collaborative, and professional culture among teachers that supports the district's focus on increasing student achievement.	Improved collaboration and collegiality between colleagues. Improved sharing of ideas. Increased ownership of decision making opportunities.	Scheduling flexibility
Provide opportunities for vertical teaming	Monthly 2017-2020		Improved sharing of best practices, sharing of resources and ideas. More cohesive school environment.	Scheduling flexibility