

Ayer Shirley Regional School District



2019-2020

Ayer Shirley Regional Middle School School Improvement Plan

September 19, 2019

Ayer Shirley Regional Middle School Strategic Plan 2019-2020



Vision

Our vision is to connect, engage, and inspire every student to reach academic excellence. The educators of the Ayer Shirley Regional School District will instill habits of reflection and inquiry that challenge our students to set ambitious academic and personal goals. Students will develop a strong voice to express thoughts and ideas in the community, and the confidence to showcase their talents, academic and personal successes in preparation for entry into college and the world of work.

Mission

Our mission is to provide a high-quality education in a safe, respectful, and inclusive environment where every student develops the skills, character, and core values needed to graduate and become a productive member of global society.

Ayer Shirley Regional Middle School Strategic Plan 2019-2020

Core Values

We believe in...

- high expectations for every student.
- an inclusive, personalized learning environment.
- fostering critical thinking and problem solving.
- encouraging students to persevere in finding solutions to problems.
- collaboration among educators, students, families, and community.
- making connections and applications from the classroom to the real world.
- educating the whole child - academic, social, emotional, personal, and cultural domains.
- practicing reflection and goal setting.
- respect for self, property, and others.
- civic engagement, community connections, and service to others.



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2019-2020**

Theory of Action

If we...

- implement high-quality, aligned curriculum and instruction monitored by performance assessments in each and every classroom,
- ensure educator effectiveness through a common understanding and shared vision of effective evidence-based instructional strategies,
- are responsive to academic and non-academic needs,
- promote a culture of continuous and actionable feedback, reflection, and inquiry,
- maintain high expectations for student learning for meeting and exceeding grade level standards,
- partner with stakeholders to maximize and strategically allocate resources to teaching and learning,

then our students will...

- reach their potential,
- achieve academic excellence,
- graduate,
- engage as active, productive citizens prepared for success and entry into college and the world of work.

Campus-Wide Objectives

Strategic Objective 1: Teaching All Students

Task 1: Improve academic success for targeted students through use of data driven interventions as measured by benchmark assessments and 2020 MCAS data.

Ayer Shirley Regional Middle School Strategic Plan 2019-2020

Legend: Not Started = NS, In Progress = IP, Completed = C

Action	Person(s) Responsible	Time Frame	Required Resources	Output	Status	Desired Outcome
Create a schedule of weekly data meetings with grade level teams	Administration	September	Building and Team Meeting Schedule	Data Meeting Schedule	IP	Consistent discussions of student progress based on performance data
Review student performance data points following benchmark assessments	Administration and Teachers	Quarterly	Data Dashboard	Meeting notes	NS	Consistent discussions of student progress based on performance data
Identify at-risk students and create intervention plans	Teachers	Weekly	Team Meeting Time; Data Dashboard	Intervention Plans	NS	Improved student performance for targeted group
Assess intervention plan effectiveness and follow up	Teachers	Weekly	Team Meeting Time; Intervention Plans	Meeting notes indicating student growth; revised intervention plan; STAT referral	NS	Improved student performance for targeted group

Ayer Shirley Regional Middle School Strategic Plan 2019-2020

Strategic Objective 2: Educator Effectiveness

Task 1: Improve academic success for all students through effective, rigorous educator lesson planning as measured by benchmark assessments and 2020 MCAS data.

Legend: Not Started = NS, In Progress = IP, Completed = C

Action	Person(s) Responsible	Time Frame	Required Resources	Output	Status	Desired Outcome
Develop standardized daily lesson plans	Teachers	Daily	Atlas Rubicon; Lesson Plan Templates	Daily Lesson Plans	IP	Well structured lessons and increased student engagement
Share exemplary lesson plans with colleagues	Teachers	Monthly	Lesson Plan Templates	Lesson Plan Discussion	NS	Alignment of lesson plan structure and adoption of best practices
Incorporate interventions identified during Data Meeting Process	Teachers	Daily	Lesson Plan Templates; Intervention Plan	Lesson Plan including intervention strategies	NS	Improved student performance
Include aspects of Universal Design in lesson plans	Teachers	Daily	Lesson Plan Templates; Intervention Plan; UDL guidelines	Lesson Plan including UDL practices	NS	Improved performance for all students

Ayer Shirley Regional Middle School Strategic Plan 2019-2020

Strategic Objective 3: Social Emotional Learning

Task 1: Improve student performance through explicit instruction and support in Social Emotional Learning as measured by Data Dashboard indicators.

Legend: Not Started = NS, In Progress = IP, Completed = C

Action	Person(s) Responsible	Time Frame	Required Resources	Output	Status	Desired Outcome
Introduce School Counselor led SEL lessons into direct classroom instruction	School Counselors	Ongoing	SEL Curriculum	SEL Lesson Plans	IP	Improved SEL competencies in all students
Implement Naviance Career Planning in 8th grade classrooms	School Counselors	Ongoing	Naviance; Chromebooks	Naviance Lesson Plans; Student Career Goals	IP	Increased student confidence in transition to high school
Guide student personal or academic goal setting for school year	School Counselors and Teachers	Ongoing	Goal Setting Lesson Plans	Student Goals	IP	Improved student self-awareness and self-management
Develop and implement School and Community Based Intervention Program	Administration; School Counselors; Community Health Link	Ongoing	Office space	Student referrals	IP	Reduce the risk of youth developing substance use and other disorders
Provide group and individual therapy	School Counselors; School Psychologist	Ongoing	Office space; Therapy Dog	Student referrals; Counseling groups; Individual therapy	IP	Decrease of at risk behaviors; Improved student engagement and mental health

Ayer Shirley Regional Middle School Strategic Plan 2019-2020

Strategic Objective 4: Family and Community Partnership

Task 1: Improve family and community engagement, communication and satisfaction as measured by Google surveys and end of year parent survey.

Legend: Not Started = NS, In Progress = IP, Completed = C

Action	Person(s) Responsible	Time Frame	Required Resources	Output	Status	Desired Outcome
Launch new student led, interactive Open House	Administration and Teachers	September	Google Expedition; Computer lab; Scavenger hunt pamphlet; Photo booth backdrop; Chromebooks	Parent/Guardian Google Survey Results; Completed Scavenger Hunt Pamphlets; End of year parent survey results	IP	Improved parent/guardian attendance; increased family engagement and satisfaction
Establish new student led Parent/Teacher Conferences	Administration and Teachers	End of Quarter	Student portfolios; PickATime online service	Parent/Guardian Google Survey Results; End of year parent survey results	IP	Improved parent/guardian attendance; increased family engagement and satisfaction; Improve student performance
Introduce new monthly parent newsletter	Administration	Monthly	Smore	Monthly newsletter; Reader Analytics	IP	Increased family engagement, communication and satisfaction
Distribute Panther Postcards to parents/families to provide positive feedback	Admin. Staff	Ongoing	PostCards, Postage	Notification of parents/families	IP	Increased communication of positive student behaviors