

School Improvement Plan Template 2022 DRAFT

School: Oxford Middle School

District Goal One:

Through the implementation and continued use of systemic, aligned, and coherent systems, the district will improve the academic performance for students as measured by the following metrics:

District Metrics: (Delete measures not related to your school)

1. Increase attendance and decrease tardiness by at least 10% in each school using 2021-22 as the baseline.
2. Increase proficiency rate in ELA and Math by 5% for students in grades 3-8 in the Spring 2023 state assessment, using 2021-22 as the baseline.
3. Decrease the number of students below grade level in ELA and Math by at least 5% for students in grades 3-8 in the Spring 2023 state assessment, using 2021-22 as the baseline.
4. Increase mastery level for students in k-8 by at least 5% on iReady assessments in the spring of 2022, using fall 2021 as the baseline for grades 1-8 and winter for kindergarten.

School Goals to Achieve District Goal One:

| School Goal(s) | Achievable Metrics | Action Items | Timeline | Person Responsible |
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| 1. The number of students chronically absent will decrease from 35 to 31 by the end of the 2022-2023 school year. | Increase attendance and decrease tardiness by at least 10% in each school using 2021-22 as the baseline. | Consistent robocalls for all absences. Create consistent codes across schools for absence reasons. Monitor and track tardies/work proactively with families who are consistently tardy. Continue the attendance committee and streamline practices. | 2022-2023 | Attendance Committee Assistant Principal Nurse Social Worker Clerk School Counselor |
| 2. The number of students scoring proficient in ELA and math will increase 5% (see table) | Increase proficiency rate in ELA and Math by 5% for students in grades 3-8 in the | Consistent use of SBAC IABS (Interim Assessment Blocks) Consistent approach to pacing | 2022-2023 | Administration Teachers Staff |

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| <p>3. The number of students performing below grade level in both Math and ELA as measured by the Spring 2023 SBAC will decrease 5% (see table)</p> | <p>Spring 2023 state assessment, using 2021-22 as the baseline.</p> <p>Decrease the number of students below grade level in ELA and Math by at least 5% for students in grades 3-8 in the Spring 2023 state assessment, using 2021-22 as the baseline.</p> | <p>in all grade levels.</p> <p>Continued professional learning in high impact instructional strategies.</p> <p>Focus on literacy building wide- use of the library</p> <p>Utilize SRBI interventionists in a push in model as well as with discrete skill building.</p> | <p>2022-2023</p> | |
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| SBAC | | | | | | | | | |
|-------------|-------------------------------------------------|---------------------------|----------------------------------------------|---------------------------|---|------------------------------------------------------------|---------------------------|---------------------------------------------------------|---------------------------|
| | Reading 2021-2022 (% Proficient) | 2022-2023 Goal | Math 2021-2022 (% Proficient) | 2022-2023 Goal | | Reading 2021-2022 (% Below Grade Level) | 2022-2023 Goal | Math 2021-2022 (% Below Grade Level) | 2022-2023 Goal |
| 6 | 56 | 61 | 41 | 46 | 6 | 17 | 12 | 18 | 13 |
| 7 | 53 | 58 | 39 | 44 | 7 | 17 | 12 | 25 | 20 |
| 8 | 60 | 65 | 35 | 40 | 8 | 10 | 5 | 29 | 24 |

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| <p>4. Increase mastery level for students in 6-8 by at least 5% on iReady assessments</p> | <p>Increase mastery level for students in k-8 by at least 5% on iReady assessments in the spring of 2023, using fall 2022 as the baseline for</p> | <p>Develop a consistent Iready benchmark schedule.</p> <p>Develop a consistent Iready approach to personalized</p> | <p>2022-2023</p> | <p>Administration Teachers Staff</p> |
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| in the spring of 2023 (see table) | grades 1-8 and winter for kindergarten. | pathway use and direct lesson use. Utilize SRBI interventionists in a push in model to help students who need support. | | |
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| iReady | | | | |
|--------|-------------------------------------|----------------------------------|----------------------------------|----------------------------------|
| | Reading 2021-2022 (% Mastery) | 2022-2023 Goal (% Mastery) | Math 2021-2022 (% Mastery) | 2022-2023 Goal (% Mastery) |
| 6 | 25 | 30 | 8 | 13 |
| 7 | 20 | 25 | 5 | 10 |
| 8 | 21 | 26 | 9 | 14 |

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Actively engage as a member of the attendance committee as a means to support the individual needs of students and their families.*
- ❖ *Utilize SBAC IABs as formative assessments to monitor student progress and inform instruction.*
- ❖ *Follow appropriate pacing guides to ensure that the demands of the curriculum are met.*
- ❖ *Collaborate with SRBI teachers to meet the individual needs of specific students.*
- ❖ *Integrate iReady instructional components into lesson implementation and WIT.*

District Goal Two:

Through collaborative work with teachers and administrators, student will have access to high quality curriculum and resources that will improve instruction and student achievement as measured by the following metrics:

District Metrics: (Delete measures not related to your school)

1. Completed K-12 attributes of the graduate rubrics.
2. Development of a new master schedule for OHS and OMS that maximizes instructional time for students and approved by the BOE Curriculum Committee and Finance Committees.

3. Implementation of an updated SRBI processes K-12 that utilizes PowerSchool for efficient data collection and analysis and process improvement that ensures appropriate access to SRBI services and timely movement in and out of respective tiered services.

School Goals to Achieve District Goal Two:

| School Goal(s) | Achievable Metrics | Action Items | Timeline | Person Responsible |
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| Members of our school community will become well versed in the language of the attributes and the instructional methods that support student growth and achievement of the attributes. | Completed K-12 attributes of the graduate rubrics. | Staff will participate in professional learning around the attributes Staff will take part in instructional rounds that will focus on the attributes | 2022-2023 | Director of CIA with committee |
| The OMS scheduling committee will research and make recommendations for a new master schedule to be implemented in the 2023-2024 school year. | Development of a new master schedule for OMS that maximizes instructional time for students and approved by the BOE Curriculum Committee and Finance Committees. | Committee members will research best practice in the development of a middle school schedule. Committee will research existing middle school schedules in neighboring districts. Committee will make recommendations based on student need to both the curriculum committee and finance committee by 1/23 | Fall 2022/Winter 2023 | Scheduling committee Represented by various disciplines and grade levels Focus groups |
| The OMS SRBI committee will implement the district priorities of the new SRBI process. | Implementation of an updated SRBI processes K-12 that utilizes PowerSchool for efficient data collection and analysis and process improvement that ensures appropriate access to SRBI | Staff will take part in professional learning on the new updated forms in powerschool. A regular SRBI meeting schedule will be developed. | 2022-2023 school year | SRBI committee Admin SRBI interventionists Social worker School counselor |

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| | services and timely movement in and out of respective tiered services. | Determine when teams of teachers will meet to discuss concerns. SRBI interventionists will develop a cycle of data analysis and testing. | | |
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Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Actively engage in professional learning pertaining to the attributes of a graduate and integrate into classroom instruction.*
- ❖ *As a member of the scheduling committee, I will positively contribute to the work and research appropriate practices and models that will benefit the overall growth and learning of our students while positively impacting the culture and climate of our school community.*
- ❖ *Utilize new SRBI processes to address specific needs of students. (behaviorally, academically and social emotionally)*

District Goal Three:

Through the implementation of a revised “system of feedback” and evaluation system, curriculum documentation and revisions, and system changes to organizational structures and processes to increase the accountability for instructional leadership and quality of instruction, the district will accomplish the following measures by June 30, 2023.

District Metrics: (Delete measures not related to your school)

1. All district and school staff will complete their evaluation cycle by the last day of school for the 2022-23 school year, except those 12 month staff with a cycle ending in July or August. Those staff members will have their evaluation cycle completed in July or August.
2. Complete three rounds of “instructional rounds” and engage faculty in professional conversations and protocols on data collected through instructional rounds.
3. Create and collect in a “Google Team Drive” all “Agendas of Learning” used at Faculty Meetings, Department Meetings, Administrative Meetings, Committee Meetings, and Team Meetings.

School Goals to Achieve District Goal Three:

| School Goal(s) | Achievable Metrics | Action Items | Timeline | Person Responsible |
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| School administration will engage all staff in the evaluation and feedback process. | All district and school staff will complete their evaluation cycle by the last day of school for the 2022-23 school year, except those 12 month staff with a cycle ending in July or August. Those staff members will have their evaluation cycle completed in July or August. | Admin will complete all goal setting by October 15th. Admin will complete all mid year meetings by Feb 15th. Admin will complete all end of year meetings by June 1st. Admin will complete all evaluations as described in the new evaluation framework. | 2022-2023 | Administration |
| All certified staff, including administration, will actively engage in the process of “instructional rounds.” | Complete three rounds of “instructional rounds” and engage faculty in professional conversations and protocols on data collected through instructional rounds. | Admin will create a schedule of instructional rounds. Admin will lead staff in professional learning in instructional rounds. | 2022-2023 | Administration and teachers |

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| Facilitators of meetings will use “Google Team Drive” as a tool to house all “Agendas of Learning” used throughout the school year. | Create and collect in a “Google Team Drive” all “Agendas of Learning” used at Faculty Meetings, Department Meetings, Administrative Meetings, Committee Meetings, and Team Meetings. | Utilize the new template for all meetings. | 2022-2023 | Administration |
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Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Actively participate in instructional rounds and the professional development around them.*
- ❖ *Actively participate and engage in the aspects of the new agenda format such as timekeeper and note taker.*
- ❖ *Complete all evaluation documents on Talent Ed in a timely manner and come to evaluation meetings prepared.*

District Goal Five:

Through the use of efficient and strategic communication tools, internally and externally, the district will be known for providing a quality education for all students and for being a good steward of Oxford resources as measured by the following metrics by June 30, 2023.

District Metrics: (Delete measures not related to your school)

1. Documentation of efforts to develop community partnerships.

School Goals to Achieve District Goal Five:

| School Goal(s) | Achievable Metrics | Action Items | Timeline | Person Responsible |
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| OMS will engage with the community in a variety of ways that supports both the curriculum and community of Oxford and will be shared through our website. | Documentation of efforts to develop community partnerships. | Admin will have an open door policy. Continue the weekly OMS update through the Smore platform. Post all weekly updates on the website. Continue with community outreach projects within the school and community. Continue to share and celebrate community outreach activities. Continue to collaborate with academic and athletic staff on opportunities to develop community partnerships. | 2022-2023 | Admin Staff |

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Create opportunities for students to engage with the school and/or Oxford communities.*
- ❖ *Contribute to the Weekly OMS updates with news and photos from timely events.*
- ❖ *Share community outreach activities with families.*

School Specific Goal:

Goal - Cultivate a culture of literacy.

Promote Kindness and Positivity.

School Metrics:

1. Utilize the Destiny system to monitor the number of books being checked out of the library.
2. Analyze the number of incidents that pertain to negative and unkind behavior through PowerSchool and/or office referrals.

School Goals:

| School Goal(s) | Achievable Metrics | Action Items | Timeline | Person Responsible |
|----------------------------------|---------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|---------------------------|
| Cultivate a culture of literacy. | Utilize the Destiny system to monitor the number of books being checked out of the library. | Revamp the library space to make it inviting to students and staff. Reinstate Destiny subscription to check out books. Utilize students as volunteers to help check in books and reshelve books in the library. Purchase new books for the library. Develop a sign out system for library use. Research a one book one school read for OMS. Work to have every student have an independent reading book at all times. | 2022-2023 | Admin Staff |

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| <p>Promote kindness and positivity.</p> | <p>Analyze the number of incidents that pertain to negative and unkind behavior through PowerSchool and/or office referrals.</p> | <p>Hold town hall meetings with each grade level around HERO expectations.</p> <p>Research speakers/programs aimed to promote kindness to help to curb mean adolescent behavior.</p> <p>Promote the HERO acronym and celebrate kindness and recognize HERO behavior.</p> <p>Participate in team building activities and/or field trips to promote positive peer interactions.</p> | <p>2022-2023</p> | <p>Admin Staff</p> |
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Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Access the library to support instruction and create opportunities for literary choice for students.*
- ❖ *Utilize RULER in the classroom to create a culture of kindness and inclusivity.*
- ❖ *Collaborate to create team building activities and lessons to promote positive peer interactions.*
- ❖ *Join the school climate committee and/or district climate committee.*
- ❖ *Join the district literacy initiatives.*