

**Winthrop Middle School
School Improvement Plan
2019-2020**

2018-2019 Site Council Members:

Amanda Bakos, Parent

Jennifer Jones, Parent

Leslie Lawton, Parent

Simone Lynch, Parent

Christopher Beckvold, Teacher

Teresa Dankner, Teacher

Daniela Foley, Teacher

Megan Knoster, Teacher/Counselor

Coni Moore, Community Representative

Brian Curley, Principal

Justeen Franzese, Assistant Principal/non-voting member

Winthrop Middle School School Improvement Plan 2019-2020

Goal 1: Provide High Quality, Rigorous Instruction, and Curriculum Alignment

Action	Implementation Steps	Completed	On Going	No Action
1.1 Expand and invest in programs and practices that provide authentic student-centered learning.	<ol style="list-style-type: none"> 1. Math department will select a replacement for TenMarks for the 2019-2020 school year. 2. English/ Language Arts (ELA) department will research and select an ELA program that promotes student-centered learning. 3. Social Studies department will create student-centered activities that align to the new History and Social Science frameworks. 			
1.2 Improve student reading and writing outcomes by aligning curriculum and instructional best practices.	<ol style="list-style-type: none"> 1. ELA teachers will create standards-based assessments and use the data to differentiate instruction. 2. Reading specialists and ELA teachers will provide small group intervention for students who require targeted support. 3. Lead Teachers and administration will schedule department meetings to discuss the timeline for administering assessments. 			
1.3 Institute and promote, coaching, peer observation and feedback opportunities vertically and horizontally, between school buildings to decrease learning gaps and avoid repetition.	<ol style="list-style-type: none"> 1. Administration will create a professional development plan that creates opportunities for district-wide articulation. 2. Administration and Lead Teachers will encourage and schedule peer observations for staff. 3. Administration will observe classrooms and provide high quality feedback. 			

<p>1.4 Support continuous curriculum development and instructional excellence with a shared vision for high quality outcomes and expectations.</p>	<ol style="list-style-type: none">1. For each core content area, teachers will develop and edit benchmark assessments based on their grade level standards and content area.2. ELA, Math, and Science teachers will create school-wide goals geared towards curriculum development and improving student outcomes.3. Create an Instructional Leadership Team (ILT) that reviews assessment data.4. Provide parents access to curriculum documents through the district website.			
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Goal 2: Teach All Students in a Safe and Welcoming Environment

Action	Implementation Steps	Completed	On Going	No Action
2.1 Integrate and expand social/emotional and safety supports and resources for all students and staff.	<ol style="list-style-type: none"> 1. Implement year three of the Botvin Life Skills program. 2. Create an engaging Student Council to lead and promote school and district core values. 3. Implement a Positive Behavioral Interventions & Support system that includes proactive strategies for defining, teaching, and supporting appropriate student behaviors to create positive school environments. 			
2.2 Expand programs and instruction that recognize and support the needs of students, staff and families in an increasingly diverse community.	<ol style="list-style-type: none"> 1. Provide translated documents for and communicate weekly with parents and families in their native language. 2. Provide before and after-school activities to engage students. 3. Create a middle school sports program to increase physical activity and team-building opportunities. 			
2.3 Expand the efforts to support to assist student in navigating the world of technology in a way that is safe, respectful and balanced.	<ol style="list-style-type: none"> 1. Introduce students to appropriate technology usage via the Youth Safety Director of the District Attorney's office. 2. Provide families with resources regarding the latest technology used by students. 			

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Goal 3: Improve Professional Culture & Increase Community Engagement

Action	Implementation Steps	Completed	On Going	No Action
3.1 Enhance the professional learning community rich in professional development that ensures everyone's focus on high expectations and continuous improvement of professional practice.	<ol style="list-style-type: none"> 1. Provide ongoing math professional development in a guided math model. 2. Provide staff opportunities to observe exemplary teachers within and outside the district. 3. Create a formal professional development plan for the 2019-2020 school year. 			
3.2 Create more opportunities for community partnerships to enhance educational opportunities.	<ol style="list-style-type: none"> 1. Increase participation, communication, and collaboration with the 5DP (Five District Partnership) 2. Promote professional development through the Salem Collaborative and Massachusetts School Administrator Association (MSAA). 3. Increase participation with CASA by incorporating restorative practices. 			
3.3 Cultivate an expertise and skill set to strengthen a professional culture of excellence for effective teaching practices in our classrooms.	<ol style="list-style-type: none"> 1. Schedule weekly meetings amongst administrators to discuss highly effective teaching practices. 2. Schedule monthly ILT meetings, focusing on effective teaching practices and improving student outcomes. 3. Create a common planning time schedule for teachers to collaborate, focusing on lesson planning, creating assessments, and using data to enhance instruction and differentiate content to meet the needs of all students. 			