

**Winthrop Middle School
School Improvement Plan
2021-2022**

2020-2021 Site Council Members:

Leslie Lawton, Parent

Simone Lynch, Parent

Katie Houstle, Teacher

Meghan Powers, Counselor

Coni Moore, Community Representative

Brian Curley, Principal

Justeen Franzese, Assistant Principal/non-voting member

Winthrop Middle School School Improvement Plan 2021-2022

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. Our Social Studies Department will research and select a Civics program that supports students to create and complete their state mandated (grade 8) Civics project which focuses on: student-led; project based; real world application of civic knowledge; dispositions to engage with the process of creating social and political change in their community. 2. Our elective teachers will create at least one grade level opportunity for students to make connections across disciplines in a student-centered learning experience. 3. Our Mathematics Department will choose a Math program that provides an adaptive learning path for all students. 			
1.2 Improve student reading and writing outcomes by aligning curriculum and instructional best practices.	<ol style="list-style-type: none"> 1. WMS will design a summer learning program for students that focuses on the ELA standards that allows students to close the learning gaps due to learning interruptions from COVID-19. 2. Our ELA Department will assess students a minimum of three times using the Star 360 assessment tool and schedule data meetings to develop academic plans to meet the needs of all students. 			
1.3 Institute and promote 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 observe classrooms and provide high quality feedback for future instruction. 2. Administration will create a common planning schedule that provides teachers with an opportunity to discuss best practices. 			

<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. Teachers in all subjects will review and modify curriculum documents to meet the needs of all students.2. Each department will review assessment data and create plans for student success.			
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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 the Second Step Program to promote the social-emotional development, safety, and well-being for all students. 2. Implement a school based behavior system that includes proactive strategies at each grade level to help create a positive learning environment for all students. 3. Create a school level team to develop and plan systems and strategies to further meet the needs of students who continue to struggle socially and emotionally due to social disruptions created by COVID. 			
2.2 Expand protocols, 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. WMS will create a team that will train and lead staff to help foster an environment of diversity, equity, and inclusion. 2. WMS will re-create and expand a middle school sports program to increase physical activity and team-building opportunities. 3. WMS will create a protocol that will allow students to borrow Chromebooks for those who do not have the means to purchase. 			
2.3 Expand efforts to support and assist students 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. Our Health & Wellness course, as well as other courses, will educate our students to use social media in a positive manner that will help create a strong school community. 			

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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 focuses on high expectations and continuous improvement of professional practice.	<ol style="list-style-type: none"> 1. Administration will design professional development opportunities led by WMS teachers (ex. Workshop model) that focuses on strengthening future instructional practices. 2. Administration will promote professional development through, but not limited to, Salem Collaborative, Massachusetts School Administrator Association, and the Five District Partnership. 			
3.2 Create more opportunities for community partnerships to enhance educational opportunities.	<ol style="list-style-type: none"> 1. Create a schedule and plan to meet with Mi Amore on a monthly basis to identify families who battle with food and financial insecurities. 2. Engage with Communities for Restorative Justice (C4RJ) program as a tool to promote restorative justice 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. Lead Teachers will create agendas for department meetings that allow department members to lead and share effective teaching practices. 2. 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. 			