

MANSFIELD PUBLIC SCHOOLS
HAROLD L. QUALTERS MIDDLE SCHOOL
2018 – 2020 SCHOOL IMPROVEMENT/ STRATEGIC PLAN



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**2017- 2018 Qualters Middle School
School Council Members**

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Parents

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Lisa Rawlings
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Teachers

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QMS School Improvement Plan

Objectives

FY 2018 – FY 2020

1	We will provide a high-quality curriculum and instructional program for all students.
2	We will proactively provide for the evolving academic, social and emotional needs of all students and staff.
3	We will engage students, parents, families, and community stakeholders.
4	We will promote a positive school culture by fostering an environment of collaboration, community, and continual learning.

**Qualters Middle School Demographic Data
School improvement Plan**

Enrollment by Gender			
	2015-2016	2016-2017	2017-2018
Male	541	524	494
Female	502	488	447
Total	1043	1012	941

Enrollment by Race/Ethnicity % of School			
	2015-2016	2016-2017	2017-2018
African American	2.9	2.9	2.8
Asian	5.0	4.9	5.8
Hispanic	3.4	3.8	4.1
Native American	0.0	0.0	0.1
White	85.2	84.5	83.3
Native Hawaiian, Pacific Islander	0.0	0.0	0.0
Multi-Race, Non-Hispanic	3.5	4.0	3.8

Indicators			
	2015-2016	2016-2017	2017-2018
Grade 9-12 Dropout Rate	-	-	-
Attendance Rate	96.2	95.9	N/A
Average # of days absent	6.8	7.3	N/A

Selected Populations % of School

	2015-2016	2016-2017	2017-2018
First Language not English	4.7	4.6	4.7
English Language Learner	0.7	0.4	4.1
Students With Disabilities	15.4	16.4	17.6
High Needs	22.8	25.3	27.3
Economically Disadvantaged	9.6	12.2	13.1

MCAS Annual Comparisons

	GRADE 6 - ELA		GRADE 7 - ELA		GRADE 8 - ELA	
ACHIEVEMENT LEVEL	2017	2018	2017	2018	2017	2018
EXCEEDING EXPECTATIONS	3	N/A	8	N/A	7	N/A
MEETING EXPECTATIONS	58	N/A	59	N/A	50	N/A
PARTIALLY MET EXPECTATIONS	35	N/A	27	N/A	38	N/A
NOT MEETING EXPECTATIONS	4	N/A	6	N/A	5	N/A

GRADE 6 - MATHEMATICS			GRADE 7 - MATHEMATICS		GRADE 8 - MATHEMATICS	
ACHIEVEMENT LEVEL	2017	2018	2017	2018	2017	2018
EXCEEDING EXPECTATIONS	13	N/A	17	N/A	10	N/A
MEETING EXPECTATIONS	58	N/A	53	N/A	50	N/A
PARTIALLY MET EXPECTATIONS	35	N/A	24	N/A	35	N/A
NOT MEETING EXPECTATIONS	4	N/A	5	N/A	5	N/A

GRADE 8 - SCIENCE AND TECH/ENG				
ACHIEVEMENT LEVEL	2015	2016	2017	2018
ADVANCED	1	5	3	N/A
PROFICIENT	44	42	43	N/A
NEEDS IMPROVEMENT	46	43	44	N/A
FAILING	10	10	10	N/A

2018-2020 School Improvement Plan

School Objective 1.0: We will provide a high-quality curriculum and instructional program for all students.

Strategic Initiative	Actions/Activities	Responsible Individual(s)	Resources Needed	Timeline	Evidence of Progress
1.1 Promote the use of high yield traditional and digital instructional strategies and practices to better meet the needs of today’s learners	Administrators and department heads will conduct shared weekly classroom learning walks to collect aggregate data about instructional strategies and practices	Administration and Department Heads	Secondary Leadership Meeting Time	2018-2019	Compilation of data, and recommended areas for improvement
	Promote the sharing of instructional practices by Increasing staff participation in the Pineapple Chart	Administration, Faculty, and Department Heads	Professional Practice Goal Time for faculty	2018-2019	Participation in shared professional practice goal- 30% of staff
	Utilize departmental and team common planning time for ongoing analysis of student performance data to inform instruction, refine pacing and grading practices, and improve student learning	Administration, Department Heads, teachers	Professional development time and funding	2018-2019	Departmental recommendations
	Identify targeted professional development to support district technology goals, and expand staff capacity and confidence in using technology in the classroom.	Administration and Department Heads	District Leadership Meeting Time	2019-2020	Delivery of targeted professional development

<p>1.2 Review current departmental practices and policies to ensure Equity of Access for all students</p>	<p>Analyze current use of departmental resources</p> <p>Evaluate current departmental practices and policies</p> <p>Develop a shared curriculum review process</p> <p>Implement/Recommend Adjustments</p>	<p>Secondary Leadership Team</p>	<p>Secondary Leadership Meeting Time</p>	<p>Fall 2018</p> <p>Fall/Winter 2018-2019</p> <p>Spring/Summer 2019</p> <p>2019-2020</p>	<p>Creation of a formal curriculum review process</p>
<p>1.3 Develop a new eighth grade Civics course to align our Social Studies curriculum with the recently revised Social Studies frameworks</p> <p>Revise the current eighth grade elective offering through the integration of Facing History curriculum materials.</p>	<p>Analysis of frameworks.</p> <p>Curriculum development through backwards design model</p> <p>Evaluate classroom resources and develop plan for the acquisition of needed materials</p> <p>Implement new course(s)/ curriculum</p>	<p>Eighth grade Social Studies teachers and elective teachers.</p> <p>Social Studies Department Chair</p>	<p>Summer Institute</p> <p>Professional Development time and funding</p> <p>Summer institute</p>	<p>2018-2019 school year.</p> <p>2019-2020 school year</p>	<p>Development of the 8th Grade Social Studies course curriculum</p> <p>Development of the Social Studies elective curriculum</p>
<p>1.4 Implement Project Lead The Way curriculum into Science & Engineering and Computer courses to enhance relevant, real-world, hands-on learning experiences for students</p>	<p>Professional development related to PLTW modules - Design and Modeling(D&M), Space and Flight (S&F), and App Creator</p> <p>Adjust PLTW curriculums to fit trimester schedule</p> <p>Implement curriculum and evaluate student performance</p>	<p>Science Department Chair</p> <p>Science/Engineering teachers</p>	<p>Professional Development time and funding</p> <p>Summer institute</p>	<p>Summer 2018 - D&M PD</p> <p>2018-2019 Implement D&M</p> <p>Summer 2019 F&S/App Creator PD</p> <p>2019-2020 Implement F&S</p> <p>2020-2021 Implement App Creator</p>	<p>Science & Engineering course Curriculum and student performance data</p> <p>Computer course Curriculum and student performance data</p>

School Objective 2.0: We will proactively provide for the evolving academic, social and emotional needs of all students and staff.

Strategic Initiative	Actions/Activities	Responsible Individual(s)	Resources Needed	Timeline	Evidence of Progress
2.1 The Secondary Leadership Team (SLT) will develop a Social Emotional Learning (SEL) goal based on data collected during 2017-2018 and determine a plan to implement this goal over the 2018-2020 school years	Analyze data to determine focus of the SLT goal Finalize SLT goal Identify the actions and activities needed to implement the SLT goal Implement SLT goal	Secondary Leadership Team	Secondary Leadership Team meeting time	Spring 2018 Summer 2018 2018- 2019 school year (develop plan to implement goal) 2019-2020 school year	SLT plan of action Student survey data to assess impact of goal
2.2 Expand the knowledge and capacity of staff to meet the needs of our struggling students with ADHD and executive functioning skill deficits	Identify and provide targeted professional development for staff related to executive functioning and ADHD Identify strategies matched to specific executive functioning skills and ADHD needs and develop intervention protocols to be piloted with identified students. Evaluate the effectiveness of intervention protocols	Administration, RTI Steering Committee, SST team SST team and faculty	Professional development time & funding Summer Institutes Funding for SST Team	2018-2019 Spring/Summer 2019 2019-2020	Development of intervention protocols matched to specific executive functioning skill deficits and student performance data

School Objective 3.0: We will engage students, parents, families, and community stakeholders.

Strategic Initiative	Actions/Activities	Responsible Individual(s)	Resources Needed	Timeline	Evidence of Progress
3.1 Expand efforts to improve communication and partnerships between families and QMS staff to support student learning	<p>Using data collected during 2018, identify 2 topics of interest and create parent workshops/events to support student learning.</p> <p>Plan and implement parent workshops/events (2/year)</p> <p>Evaluate effectiveness of parent events/workshops by soliciting parent feedback and input</p> <p>Revise workshops (i.e. topics and method of delivery) based on parent input and evaluate topics of interest for future workshops</p> <p>Explore the use of alternate means of communication to improve home-school communication (text, PSA , etc).</p>	Administration	TBD - presenters/guest speakers	<p>Summer -Fall 2018</p> <p>2018-2020</p> <p>Spring 2019</p> <p>Summer 2019</p> <p>2018-2019</p>	<p>Delivery of Parent workshops</p> <p>Expanded list of home-school communication</p>
3.2 Empower student voice and provide leadership opportunities for students	<p>Develop and implement ADL peer leadership program</p> <p>Solicit ongoing student feedback related to school issues</p> <p>Expand leadership opportunities for student council, student of the month, and other student leaders in the building</p>	Professional development time and funding	Administration, ADL advisors, Student Council Advisor, Team Liaisons, and Faculty	<p>2018-2019</p> <p>Fall 2018</p> <p>2018-2019</p>	<p>ADL peer leadership curriculum</p> <p>Student survey</p> <p>Expanded list of leadership opportunities and/or responsibilities</p>

3.3 Improve student connectedness by increasing the number of students who are able to identify at least one trusted adult at QMS	Develop a plan to promote relationship building and enhance student connectedness (i.e. First 5 days)	Professional development time and funding	Administration and Team of faculty members	Fall 2018	First Five Days plan
	Identify a “go to” staff person for our most vulnerable population of students	Summer Institute	PLCs and PBIS team	2018-2019	
	Implement and evaluate the plan to promote relationship building with all students to enhance student connectedness (i.e. First 5 days)		Administration and all staff members	2018 -2019	Student/staff survey data
Evaluate and enhance current enrichment opportunities		Funding for enrichment programs and activities	Administration and interested staff members	2018-2019	Expanded enrichment offerings

School Objective 4.0: We will promote a positive school culture by fostering an environment of collaboration, community, and continual learning.

Strategic Initiative	Actions/Activities	Responsible Individual(s)	Resources Needed	Timeline	Evidence of Progress
4.1 Develop a robust calendar of school-wide events to bolster school pride and create a sense of community	<p>Utilize summer institutes to generate ideas, develop a calendar and begin planning events</p> <p>Implement 2-4 planned events</p> <p>Develop a student/staff survey to evaluate the impact on students and staff</p> <p>Analyze survey to determine refinements/next steps</p> <p>Implement phase 2 of the calendar of school-wide events</p>	Administration and Interested staff members	Summer Institutes and Early Release time	<p>Summer 2018</p> <p>2018- 2019</p> <p>Winter/Spring 2019</p> <p>Summer 2019</p> <p>2019-2020</p>	<p>Calendar of Events</p> <p>Student/staff survey</p>
4.2 Implement professional learning communities (PLC) to promote continual professional learning to enhance student outcomes	<p>Using data collected during 2017-2018, identify topics for PLC work to be done over the 2018-2019 school year</p> <p>Create a calendar of PLC dates/times and have staff participate in a PLC of choice</p> <p>Conduct PLC work</p> <p>Present findings of PLC work</p> <p>Evaluate PLC model and topics to inform PLC work during year 2</p> <p>Repeat the above steps for year 2 of PLC work</p>	Administrations Department Chairs Faculty	Faculty meeting time and early release time to work in PLCs	<p>Summer 2018</p> <p>2018-2019</p> <p>By May 2019</p> <p>By June 2019</p> <p>By June 2019</p> <p>2019-2020</p>	PLC list and summary of work

Glossary of Selected Educational Terms

DESE: Massachusetts Department of Elementary and Secondary Education <http://www.doe.mass.edu/>

EL: English Learners <http://www.doe.mass.edu/>

SEL: Social-Emotional Learning; as defined by CASEL core competencies

Pineapple Chart Model: Peer observation model; teachers invite colleagues into their classrooms to observe all or part of a lesson

ADL: Anti-Defamation League <https://www.adl.org/>

SLT: Secondary Leadership Team; comprised of all QMS and MHS department heads and administrators, plus director of guidance, and librarian

PLTW: Project Lead the Way <https://www.pltw.org/>

PLC: Professional Learning Communities

POS: Qualter's Middle School Program of Studies - contains a description of all courses offered in grades 6-8
<http://mansfieldqms.ss8.sharpschool.com/common/pages/UserFile.aspx?fileId=40034022>

Common Planning Time: Time designated within the school day for faculty to collaborate and meet in teams to problem solve