



# **Granby Memorial Middle School**

## **Continuous Improvement Plan 2023-2024**



# Table of Contents

Vision of the Graduate	2
Board Goal #1: Student Learning and Achievement	3
Board Goal #2: Community Engagement	5
Board Goal #3: Safety and Social Emotional Well-Being	6
Board Goal #4: Budget Development and Fiscal Management	7
Board Goal #5: Embracing Diversity	8
Board Goal #6: Professional Learning	9

# GRANBY PUBLIC SCHOOLS

## Vision of a Graduate

*All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.*

<b>Resourceful Learners</b>	<ul style="list-style-type: none"><li>❖ Ask questions and identify problems or challenges</li><li>❖ Identify strategies and methods for personal success</li><li>❖ Explore and connect areas of interest</li><li>❖ Set goals and persist in achieving these goals</li><li>❖ Gather and evaluate a variety of sources and perspectives</li><li>❖ Synthesize information and create solutions</li><li>❖ Solve complex problems by applying approaches from multiple disciplines</li></ul>
<b>Effective Communicators</b>	<ul style="list-style-type: none"><li>❖ Listen closely and respectfully participate in discourse</li><li>❖ Value diverse voices and viewpoints</li><li>❖ Prepare a message for an identified purpose and audience</li><li>❖ Express ideas clearly in a variety of ways</li><li>❖ Support arguments with evidence</li><li>❖ Adapt and adjust thinking based on feedback and new learning</li><li>❖ Use tools and technology flexibly and strategically</li></ul>
<b>Positive Contributors</b>	<ul style="list-style-type: none"><li>❖ Develop meaningful connections with others</li><li>❖ Collaborate for a common goal</li><li>❖ Exhibit compassion and empathy</li><li>❖ Make healthy and responsible decisions</li><li>❖ Use personal talents and knowledge to contribute to society</li><li>❖ Demonstrate civic responsibility</li><li>❖ Understand that actions have impact on the local community, the country and our global society</li></ul>

## Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

**Goal:**  
**1.D. Granby Memorial Middle School (GMMS) students will achieve levels of proficiency or higher on the state assessment by monitoring their growth and performance over time and providing high-quality, effective instruction.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<b>Math</b> Continue with the implementation of the Illustrative Math Program	Administration, Coaches, Teachers	Ongoing	Time, Purchase of new material	
1. Provide professional Development for Teachers in the Illustrative Math Program	CREC Specialist, Math Coach, Teachers, Administrators	Training throughout the year.	CREC Consultants, Substitutes	<b>M1.</b> Five sessions of Professional Development with CREC Educational Specialist
2. Implement assessments with fidelity to monitor student progress - STAR, Interim Assessment Blocks (IAB), PSAT 8/9, Math Benchmark	Coaches, Teachers, and Administration	Ongoing throughout the year: STAR 3x per year, IAB 3x, PSAT 8/9 October 2023	Interim Assessment Results, STAR Results, Time	<b>M2.</b> Upon completion of assessments, data will be reviewed and strategies implemented.
3. Refine the structures of Multi-Tiered Systems of Support (MTSS)	Coaches, Teachers, School Psychologist, Administration, Instructional Specialist	Weekly	Meeting Time & Space, Student Data	<b>M3.</b> Review data with teams and MTSS Team
4. Continue to implement the use of the Co-Teaching model for one class per grade	Math Coach, Teachers, Administration	Ongoing	Training and feedback, Co-planning time	<b>M4.</b> Training Sessions and Observation
5. Provide math interventions in small groups targeting instruction on foundational standards and grade-level standards	Math Coach, Math Tutor, Teachers	Ongoing	Tutor, IXL	<b>M5.</b> Students will attend workshop. Student progress will be monitored through various data sources.
6. Provide training sessions for teachers to proficiently utilize the EduClimber/DnA data platform	Coaches, Teachers	Ongoing	Team, Planning and Department time	<b>M6.</b> Training sessions and data meetings

<p><b>Reading / Writing</b> Continue with the implementation of Teachers College Reading and Writing Workshop model</p> <ol style="list-style-type: none"> <li>1. Provide professional development for teachers from the Teachers College</li> <li>2. Continue implementing assessments with fidelity to monitor student progress - STAR, Interim Assessment Blocks (IAB), PSAT 8/9</li> <li>3. Refine the structures of Multi-Tiered Systems of Support (MTSS)</li> <li>4. Provide interventions in small groups targeting instruction on foundational standards and grade-level standards.</li> <li>5. Provide training sessions for teachers to proficiently utilize the EduClimber/DnA data platform</li> </ol>	<p>Teachers College Consultants, Literacy Coaches, ELA teachers</p> <p>Literacy Coaches, Tutors, Teachers</p> <p>ELA Coach, Teachers, Administration</p> <p>Coaches, Teachers, School Psychologist, Administration, Instructional Specialist</p> <p>Coaches, Teachers, Administration</p> <p>Coaches, Teachers, Administration</p>	<p>Training will occur throughout the year.</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p>	<p>Teachers College Consultants</p> <p>Teachers College Staff Developer, Substitutes</p> <p>Interim Assessment Results</p> <p>Meeting Time &amp; Space, Student Data</p> <p>Time, Tutor Funding</p> <p>Meeting Time, Space and Student Data</p>	<p><b>R/W1.</b> Multiple Sessions of professional development with an individualized focus</p> <p><b>R/W2.</b> Upon completion of assessments, data will be reviewed and strategies implemented.</p> <p><b>M3.</b> Review data with teams and MTSS Team</p> <p><b>M4.</b> Students will attend workshop. Student progress will be monitored through various data sources.</p> <p><b>M5.</b> Training sessions and data meetings</p>
<p><b>Next Generation Science</b></p> <ol style="list-style-type: none"> <li>1. Implement Interim Assessment Blocks (IAB) assessments with fidelity to monitor student progress</li> </ol>	<p>Coaches, Teachers, and Administrators</p>	<p>Ongoing</p>	<p>Interim Assessment Results</p>	<p><b>NGSS 1.</b> NGSS proficiency scores</p>

## Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

**Goals:**

**2A. Granby Memorial Middle School will enhance communication that reaches all stakeholders in a timely fashion.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage in regular communication via multiple platforms	Administration, teachers, administrative assistants	Ongoing	Live Feed, Facebook. Smore, School Messenger	Bi-monthly updates from administration, quarterly updates from departments
2. Work collaboratively with the Parent Advisory Committee (PAC)	Administration	Ongoing and formally quarterly	Time	Observation
3. Incorporate student voice and participation in planning school wide events	Guidance Department, Administration, Teachers, Students	Ongoing	Time, Clubs and Activities	Observation
4. Acknowledge and celebrate student success	Administration, Teachers	Ongoing	PAWsitive Office Referrals, phone calls, emails	Observation
5. Collaborate with Wells Road teachers to support the students' transitions from 5th to 6th grade	6th Grade Team, UA Teachers, School Counselors, Administration	March- June	Time / Space to meet	Observation

## Board Goal #3: Safety and Social-Emotional Well-Being

Foster a safe and positive social-emotional environment for everyone.

**Goals:**

**GPS SEL #5 - GMMS teachers will utilize a restorative approach around inclusive, relationship-centered, and culturally responsive practices to create supportive classroom environments. Strategies are developmentally appropriate and focus on meeting the needs of all students. Shared agreements are collaboratively developed and modeled by most adults and students.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create school-wide expectations based on Restorative Practices	Principal / Students	September	Time	Creation of a Collective Agreement /Expectations, BEAR Matrix
2. Implement weekly SEL lessons during Academic Enrichment	SEL Committee, Administration	Ongoing throughout the year.	Time	Student completion of assigned lessons.
3. Analyze DESSA data to target specific competencies.	Guidance Department, Teachers, Administration	Fall, Winter, Spring	DESSA assessment	Data from the DESSA Assessment.
4. Continue to implement and utilize Restorative Practices	Administration, Teachers	Ongoing throughout the year	Restorative Practices review	Observations, Teacher Discussions and reflections,

## Board Goal #4: Budget Development and Fiscal Management

**Practice responsible budget development and management through transparency and maximizing available financial resources through a balance of fiscal discipline and innovative educational investments.**

**Goal:**  
4.E. Granby Memorial Middle School will continue to create a long-term financial plan that aligns with the vision of the Board of Finance.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the middle school.	Principal, Content Area Specialists (CAS), and Teachers	Ongoing	Meeting time with critical stakeholders	Meeting agenda and notes. Submission of Small-Cap Budget for Approval.
2. Monitor class sizes to ensure appropriate learning environments and staffing.	Administration	Ongoing	PowerSchool and Time	Ensuring that class sizes are within the acceptable norms of middle school.
3. Conduct a staff structure review of the Middle School to ensure that the middle school's leadership structures are the best possible support structure.	Administration, CAS Leaders	Ongoing	Meeting Time and Space	Summary of review structure presented to the Superintendent



## Board Goal #5: Embracing Diversity

**Adopt and promote strong instructional, curricular, and leadership practices that embrace and advance knowledge and acceptance of human diversity and eliminate bias.**

**Goals:**  
 Ensure system-wide practices and structures are in place at Granby Memorial Middle School to support the implementation of Granby Public Schools Anti-Bias/Anti-Racism Plan.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Recognize and bring awareness to the Cultural Heritage Months identified through the Granby Equity Team.	Administration and GMMS Equity Team members	Monthly	Meeting time	Activities/lessons and educational materials are delivered to classrooms.
2. Increase diverse literature collection in the media center and classroom libraries.	CAS Leaders, Coaches, Media Specialists	Ongoing	Books, money to purchase literature and periodicals	Books in circulation
3. Increase Education, Excellence and Equity (E3) experiences during monthly faculty meetings.	GMMS Equity team members, administration	Monthly staff meeting	Time	Observation

## Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful, and systemic professional learning opportunities.

**Goals:**  
**Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes and practices**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage in professional learning aligned with the Elements of Effective Instruction with a focus on practice and feedback.	School and district leadership team, teachers	Ongoing	Time, Coaching	Observations
2. Utilize Restorative Practices approaches to build a schoolwide/classroom culture of connectedness.	Teachers, Administrators	Ongoing	Restorative Practices Training and Time	Data/Observations
3. Enhance teacher capacity through collaboration and progression learning with Teachers College staff developers.	Coaches, Teachers, Administrators	Ongoing	Teachers College Staff Developer, Substitutes	Data/Observations
4. Engage in Illustrative Math professional development with CREC consultant and with math coach	Coaches, Teachers, Administrators	Ongoing	CREC Consultants, Substitutes	Data/Observations
5. Provide training sessions for teachers to proficiently utilize the EduClimber/DnA data platform	Coaches, Teachers	Ongoing	Team. Planning and Department Time	Training sessions and data meetings