



# **Granby Memorial Middle School**

## **Continuous Improvement Plan 2022-2023**



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# 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
<p><b>Math</b> Year 2 of Illustrative Math Program implementation</p>	Administration, Coaches, Teachers	Ongoing	Time / Purchase of new material	<p><b>M.</b> The percentage of Students in the following grades will achieve the subsequent score of proficient or better.  <b>Class of 2029</b>                      50% to 54% Goal is <b>58%</b>  <b>Class of 2028</b>                      30% to 45% Goal is <b>48%</b>  <b>Class of 2027</b>                      48% to 45% Goal is <b>48%</b></p> <p><b>M1.</b> Five Sessions of all day professional Development</p> <p><b>M2.</b> Students will complete the assessments according to the timeline established at the start of the year.</p> <p><b>M3.</b> Utilizing Great Schools Partnership data protocols to have data dive discussions with teams. Team Notes and Progress Reports</p> <p><b>M4.</b> Training Sessions with SERC Constalutants</p> <p><b>M5.</b> Students will attend intervention every other day. Student progress will be monitored through various data sources.</p>
1. Professional Development for Teachers in the Illustrative Math Program	CREC Consultants. Math Coach, Teachers, Administrators	Training throughout the year.	CREC Consultants Time / Coverage	
2. Continue to implement formative assessments with fidelity to monitor student progress - STAR, Interim Assessment Blocks (IAB), PSAT 8/9	Coaches, Teachers, and Administration	Ongoing throughout the year	Interim Assessment Results / Time / Coverage	
3. Data Team discussions during team meetings.	Coaches, Teachers, Administration	Once a Week	Meeting Time & Space, Student Data	
4. Implementation of Co-Teaching model	Math Coach, Teachers, SERC Consultants	Ongoing	SERC Consultants	
5. Students receiving math interventions will get small group instruction on foundational standards and grade-level standards.	Math Coach, Math Tutor, Teachers	Ongoing	Time, Tutor Funding	

<p><b>Reading / Writing</b> Implementation of Teachers College Reading and Writing Workshop and the workshop model in Grade 6. Changing pedagogical approach in grades 7 and 8.</p> <ol style="list-style-type: none"> <li>Professional Development for teachers from the Teachers College</li> <li>Continue implementing formative assessments with fidelity to monitor student progress - STAR, Interim Assessment Blocks (IAB), PSAT 8/9</li> <li>Data Team discussions during team Meetings.</li> <li>Students receiving reading interventions will get small group re-instruction on specific standards/skills identified</li> </ol>	<p>Teachers College Consultants, Literacy Coaches, ELA teachers</p> <p>Literacy Coaches, Tutors, Teachers</p> <p>Coaches, Teachers, Administration</p> <p>Reading Coaches, Reading Tutor, Teachers</p>	<p>Training will occur throughout the year.</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p>	<p>Time / Purchase of new materials</p> <p>TC Consultants</p> <p>Time / Coverage</p> <p>Interim Assessment Results</p> <p>Meeting Time &amp; Space, Student Data</p> <p>Time, Tutor Funding</p>	<p><b>R/W.</b> The percentage of Students in the following grades who will achieve the subsequent score of proficient or better. <b>Class of 2029</b> 53% to 64% Goal is 70% <b>Class of 2028</b> 53% to 64% Goal is 70% <b>Class of 2027</b> 65% to 66% Goal is 70%</p> <p><b>R/W1.</b> Multiple Sessions of all day professional development</p> <p><b>R/W2.</b> Students will complete the assessments according to the timeline established at the start of the year.</p> <p><b>R/W3.</b> Utilizing Great Schools Partnership data protocols to have data dive discussions with teams. Team Notes and Progress Reports</p> <p><b>R/W4.</b> Students will attend intervention every other day. Student progress will be monitored through various data sources.</p>
<p><b>Next Generation Science</b></p> <ol style="list-style-type: none"> <li>Data Analysis by the department. Data discussions during team and department Meetings.</li> <li>Implementing assessments with fidelity to monitor student progress - Interim Assessment Blocks (IAB)</li> <li>Determine where science and math overlap and how teachers can support each other</li> </ol>	<p>Coaches, Teachers, Administration</p> <p>Coaches, Teachers, Administration</p> <p>Science, and Math Departments. STEAM Coach</p>	<p>Weekly</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Meeting Time, Space and Student Data</p> <p>Interim Assessment Results</p> <p>Common Planning Time</p>	<p><b>NGSS 1.</b> 78% of students in 8th grade will achieve the subsequent score of proficient or better. Grade 8: 71% with a Goal of 78%</p> <p><b>NGSS 2.</b> Students will complete the assessments according to the timeline established at the start of the year.</p>

## Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

**Goals:**

**2.B. Continue to improve the transition process for all new students entering Granby Memorial Middle School**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. The administration will host events before the arrival at school for both students and parents who are new to GMMS.	Principal / Assistant Principal	May - September	Time / Funds to support GMMS branding	Attendance to events
2. Support Staff will meet individually with every new student to GMMS.	Support Staff	September	Time	100% of students met with a support staff member.
3. Celebrate new students and provide new opportunities to connect with peers and other new students.	Guidance Department, Administration	Ongoing	Funds / Time	Multiple events hosted, and attendance
4. Year two of the SUCCESS course in 6th grade	SUCCESS Teachers, Coaches	Ongoing	Funds / Time	Curriculum Plan
5. Teachers will collaborate with Wells Road teachers to support the students' transitions from 5th to 6th-grade	6th Grade Team, UA Teachers	April - June	Time / Space to meet	Agenda & Notes

**Goal:**

**2.F. Develop a school-wide plan for branding Granby Memorial Middle School**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Acknowledging Granby Bear (Student) of the Month for students at the middle school	All Staff	Monthly	Funds	16 students will be acknowledged each month.
2. An active presence on social media and the school website showcasing the events at the middle school.	Administration	Weekly	Thrillshare Program	Weekly postings that showcase the middle school.
3. Develop a morning news Broadcast Club as a platform for showcasing exemplars	Administration, Teachers	Daily	Funds / Stipend / YouTube	Morning News will air daily via live stream

## 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
2. Naviance SEL lessons during Academic Enrichment	SEL Committee, Administration	Ongoing throughout the year.	Naviance program	Student completion of assigned lessons.
3. Implementation of the Aperture System, including the assessment tools and resources available and how to deliver and use the DESSA assessments.	Guidance Department, Teachers, Administration	Ongoing throughout the year	DESSA assessment	Data from the DESSA Assessment.
4. Continue to implement and utilize Restorative Practices	Administration, Teachers	Ongoing	Restorative Practices Trainings	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 which 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. Acknowledge Cultural Heritage Months	CAS Leaders, Teachers, Administration	Monthly	Educational Materials to support CHM in each classroom.	Lessons and educational materials are delivered to classrooms.
2. Development of Classroom libraries	CAS Leaders, Coaches, Media Specialists	Ongoing	Funds for new books, time to find books	Displays and discussions in classrooms around books
3. Morning News to promote and acknowledge	Morning News Club, and Teachers	Ongoing	Time	Students will share multimedia presentations on the morning news.

## Board Goal #6: Professional Learning

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

**Goals:**

**Element 1 - Learning Environment** - Classroom routines are well understood and may be initiated by students; students can explain what is expected, when, and why.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Develop the capacity of the leadership team to model and use protocols to increase the efficiency and effectiveness of collaborative classroom routines	Administration, Leadership Team, Teachers	Ongoing	Time to Collaborate	Team Outcomes
Professional Development based on the Elements of Effective Instruction (EEI) and targeting Element 1.	DLT, School leadership team	Ongoing	Professional Development and Time	Professional Development Opportunities,
Utilize Restorative Practices approaches to build a classroom culture of connectedness.	Teachers	Ongoing	Restorative Practices Training and Time	Observations

**Goals:**

**Element 2 - Clear, Shared Outcomes** - Students in classes can explain how their learning connects to short and long-term learning outcomes

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Develop the capacity of the leadership team to model and use protocols to increase the efficiency and effectiveness of implementing Element 2 - Clear, Shared Outcomes.	Administration, Leadership Team, Teachers	Ongoing	Time to Collaborate	Team Outcomes
Professional Development based on the Elements of Effective Instruction (EEI), specifically around Element 2.	DLT, School leadership team	Ongoing	Professional Development and Time	Professional Development Opportunities
Develop capacity in EEI indicators, including using standards to develop clear shared outcomes and why it is important.	Coaches, Teachers	Ongoing	GSP Resources	Observations, Improved practices, and protocols.
Utilize Restorative Practices approaches to build classroom engagement.	Leadership Team, Teachers	Ongoing	Restorative Practices Training and Time	Observations
Support Special Educators in transition to CT-SEDS framework	Special Education Department and Support Staff	Ongoing	Training and Time	IEP, and 504 documentation in the new program.