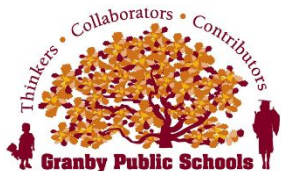




Granby Memorial Middle School

School Improvement Plan 2020-2021



Granby Public Schools

Vision, Mission, Achievement Goal, Learning Principles, Theory of Action



Vision: Every student educated in the Granby Public Schools will graduate on time, prepared for 21st Century Citizenship.

Mission: All students will become powerful thinkers, effective collaborators, and compassionate contributors in preparation for success in a dynamic, interdependent world.

Achievement Goal:

Students will demonstrate powerful thinking by systemically solving problems through analyzing and synthesizing information and articulating/defending a position.

Learning Principles:

Reflect our district's beliefs and values and describe the non-negotiable conditions required in every learning environment that are a guaranteed right for every student. These conditions constitute effective teaching and serve as guiding principles to which staff and students are held accountable.

Students learn best when teachers provide opportunities for them to:

- Contribute to the creation of a positive, safe and supportive learning environment that personalizes learning, celebrates growth, and fosters risk-taking, collaboration, discourse, and questioning;
- Take ownership and responsibility for their learning by setting and accomplishing personal learning goals and monitoring their growth by self-assessing, reflecting, and applying meaningful and timely feedback;
- Have choices, engage in exploration and practice and demonstrate perseverance;
- Engage in authentic, real-world, and relevant tasks that challenge them to demonstrate their understanding in varied and meaningful ways;
- Build upon prior knowledge, make connections and transfer learning to new situations; and,
- Understand clearly defined learning objectives that represent big ideas and that teachers model and structure to foster independence.

Theory of Action:

We know teacher quality has the greatest impact on increasing student learning.

Therefore, if students are provided access to highly effective teachers who also develop caring responsive relationships, *AND* if the structures and culture of professional learning communities are used to support high expectations for student learning and improve instruction through the use of:

- standards-based curriculum,
- data-driven decision making
- effective teaching strategies,
- ongoing monitoring, and
- flexible time for struggling learners,

THEN we will meet the needs of all learners and all students will achieve at high levels.

2014-2019 Board of Education Goals

The 2014-2019 five-year Board of Education goals to support the district's vision, mission, and achievement goal:

1. *Provide a rigorous and diverse 21st Century Curriculum.*
2. *Invest in the professional capital of the staff.*
3. *Develop an operational plan that ensures continued success in an environment of declining enrollment.*
4. *Promote positive engagement and communication with the community.*
5. *Explore opportunities for alternative revenue sources.*
6. *Influence local and state educational policy.*

Vision, Mission, and District Achievement Goals

Goal:

Granby Memorial Middle School will strengthen school climate and promote positive school culture through Restorative Practices.

Theory of Action:

Acknowledging that school life quality and character directly impact student development, learning, and achievement.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
All Granby Memorial Middle School staff members will be trained in Restorative Practices	All Staff Members	2020/21	Time / School Climate Consultants	100% of GMMS Employees will attend R.P. training.
Strengthen the Granby Memorial Middle School community by creating and implementing structures, systems, and strategies that increase students' sense of belonging at school	Administration and GMMS Staff	Ongoing	Planning Time	Establishment of School Climate Team that will meet once a quarter.
Create learning opportunities for our community to understand the importance of R.P and our efforts to address Social Emotional Learning (SEL)	Administration, School Climate Team, GMMS Staff	Ongoing	Smore Newsletter Platform / Time	Monthly Communication to GMMS stakeholders
Implement the National School Climate Center's Comprehensive School Climate Inventory (CSCI) Survey.	Administration, National School Climate Center, SCT & CAS	May 2021	Time to take CSCI survey for Students, Parents and Staff / Funds	75% participation rate from Students, Parents, and Staff.

Student Achievement

Goal 1:

To improve Granby Memorial Middle School students' academic performance by creating and implementing a new middle school schedule that provides a comprehensive middle school experience for all students.

Theory of Action:

This work strives to improve our students' academic and social/emotional growth by creating an environment that best suits their needs.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Establish a Scheduling Committee to create and implement a new middle school schedule for the 21-22 school year.	Administration	Winter 2021	Time	Create a Committee with representatives from multiple stakeholder groups
Collaborate with high performing middle schools throughout New England to research their scheduling models.	Administration, Scheduling Committee	Ongoing	Time, electronic communication	Receive and review at least five to ten schedules to be presented to the scheduling committee.
Evaluate the current course offerings to ensure that the courses are meeting the current needs of our middle school students.	Administration, CAS leaders	Ongoing	Time	Review all the course offerings Compare courses from other schools to ensure that we are offering the best courses for our students .
Seek stakeholder feedback regarding the process of developing and implementing a new schedule	Scheduling Committee	Ongoing	Surveys, electronic communication	Send out surveys to the GMMS community to solicit feedback
Provide regular updates to staff and the community.	Principal, Co-Chair of Scheduling Committee	Ongoing / Monthly	Smore Newsletter Platform / Time	Updates will be provided in the monthly Bear Necessities Newsletter

Goal 2: To improve overall student academic performance by increasing the Student Growth Percentile (SGP) with the STAR assessment in the subject areas of English Language Arts and Mathematics.				
Theory of Action: Student Growth Percentiles provide insight on how a student has grown throughout the year regardless of academic achievement level.				
Review STAR data from current and previous years.	CAS leaders, Coaches	Fall 2020	Time, STAR	Review STAR instructional reports in the Fall as a baseline and then meet again throughout the year to analyze and synthesize the results.
Implement Interim Assessments / IAB's throughout the school year.	Teachers	Ongoing	Time, Interim Assessments	Students in each grade level will take the Interim Assessments / IBA at least once a quarter for both ELA and Mathematics
Review best practices in addition to reviewing student work samples.	Coaches, CAS Leaders, Teachers	Ongoing	Time to Collaborate, Student Work & Data.	Teachers will share best practices with Colleagues during times of collaboration
Analyze and refine current practices, structures and programming.	Coaches, CAS Leaders, Teachers	Ongoing	Time	Departments will meet and collaborate best practices during monthly department meetings.

Instruction

Goal:

GMMS staff will expand their knowledge and use of learning technologies.

Theory of Action:

Educational technology profoundly affects student achievement by creating an individualized learning environment that meets all students' unique needs.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Provide all students with Chromebooks	IT Dept.	Ongoing	Distribution Time / Funds	100% of GMMS students will have a Chromebook
Provide teachers with the necessary hardware and software	IT Dept.	Ongoing	Funds	100% of GMMS teachers will have a laptop in addition to a desktop
Professional Development on Learning Technologies	Administration, CAS, Coaches, Technology Experts	Ongoing	Time	Teachers will attend professional development, staff meetings, and department meetings that are designed to share best practices around learning technologies.
The implementation of Google Classroom in every class that is taught at GMMS	GMMS Staff	Ongoing	Google Apps For Education (GAFE) / Professional Development	100% of GMMS teachers will utilize Google Classroom in their daily instruction.
Incorporate International Society for Technology in Education (ISTE) standards into lesson and unit plans	CAS Leaders, Coaches	Ongoing	ISTE / Time	Teachers review the ISTE standards Identify units and lessons that are already aligned Start to align curriculum with the ISTE standards