

From Climate to Instruction - a Systems Approach at Nicollet Middle School

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Priorities for 25/26 school year

Develop and enhance systems to:

- Build a safe, connected, and supportive school culture.
- Strengthen instruction through feedback and collaboration.
- Instill a mindset of continuous improvement.



MISSION



VISION



VALUES

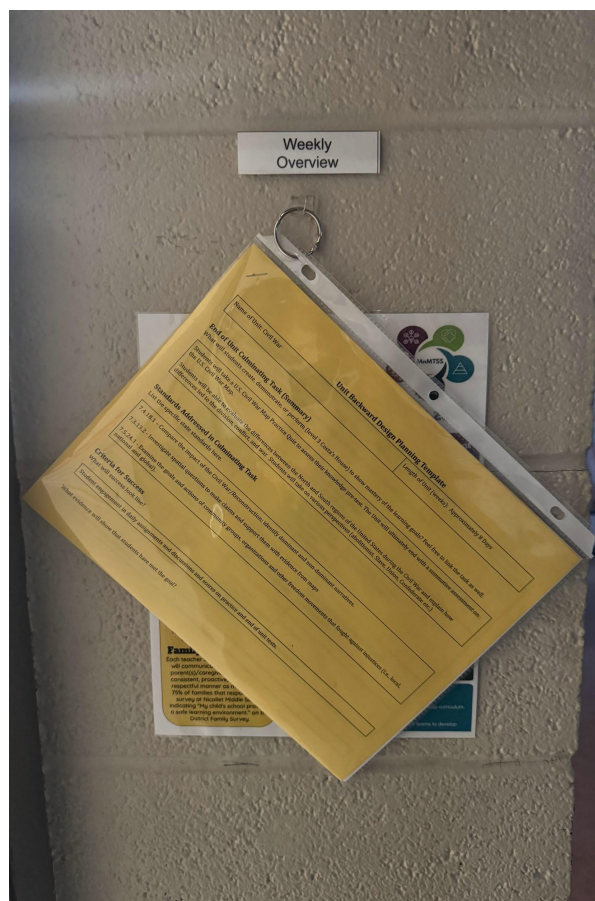
Safe, connected, and supportive school culture

- Collaborative Feedback Loops
- Restructuring Hallway Supervision
- Bus Ambassador Program
- Developing Student Leadership / Agency
- Establishing a PTO



Strengthen instruction through feedback and collaboration

- Monthly Cross-building Learning walks
- Peer Observation Structure
- Collaboratively Planned Weekly Overviews
- Restructuring of AVID



Grounding: COA Indicator #9

A school has a culture of achievement if students are told explicitly, over and over again, in ways that are meaningful and compelling, that academic achievement demands the same kind of hard work that is required to become the best in other arenas—at baseball, basketball, playing video games, being a spoken word artist and so on.

Excellence requires practice, persistence, and hard work. It requires thoroughness. It often requires doing things over and over again, that at first glance might appear boring, but necessary in order to acquire fluency and expertise in an area of study or performance.

NMS Peer Observation Quick Note

Focus: Intentional Student Collaboration & Individual Learning Assessment



Teacher Observed: _____ Time & Date: _____

Observer: _____

☀ Something Effective I Noticed: _____

💡 Something I'm Curious About or Wondering: _____

🔗 Connection to Our Focus:

How might this strategy help me strengthen collaboration or individual learning checks in my class?

Thank you for sharing your classroom!

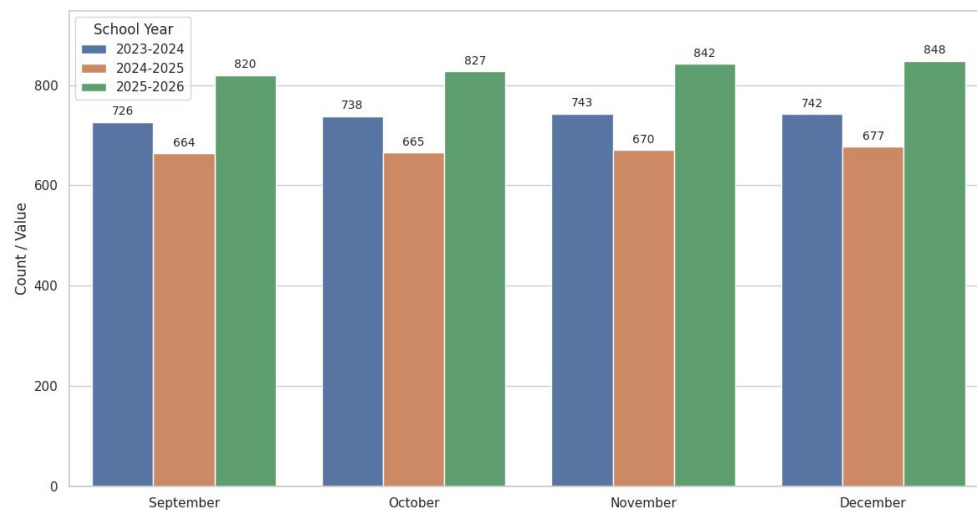
From action to outcomes

Descriptions

- Establish and refine systems that promote **physical, emotional, and relational safety**
- Increase students' sense of **connectedness and belonging**
- Ensure adults experience a culture of **support, trust, and shared responsibility**

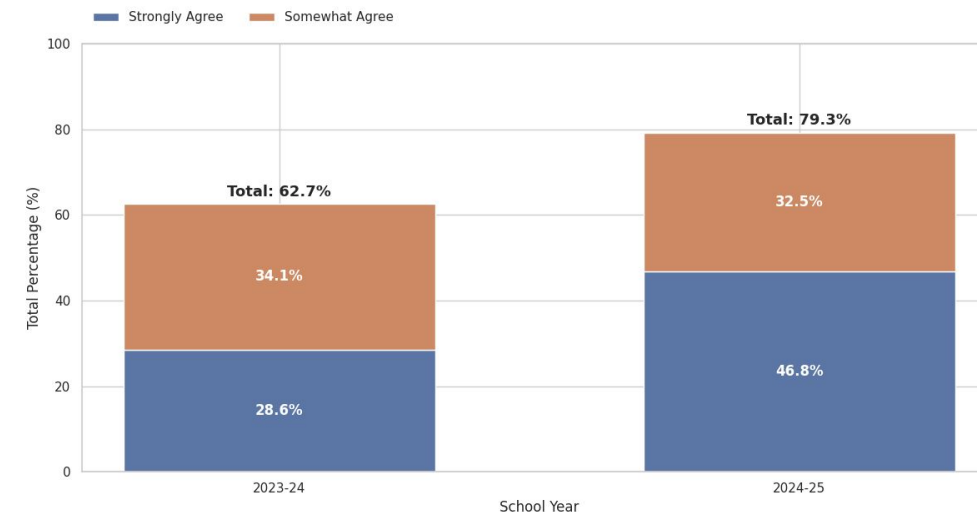
Student Enrollment Trends

Monthly Comparison (September - December)



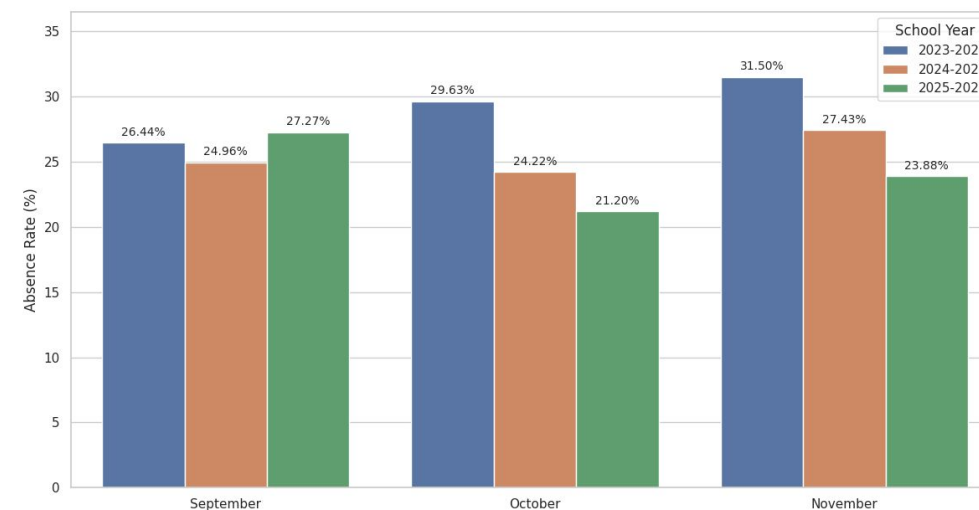
Parent Perception Trends

My child's school provides a safe learning environment.



Student Attendance Trends

Chronic Absence (Missing 10% or More of School) Comparison



What's Next?

By Spring 2026, Nicollet Middle School will increase the percentage of students in grades six through eight who make typical to aggressive growth from 39% (Fall 2024-Spring 2025) to 45% (Fall 2025-Spring 2026) as measured by FAST aReading.



2023-2024	2024-2025	2025-2026	2026-2027
<div>Foundation: Culture & Voice<ul style="list-style-type: none">Honor learner identityElevate learner voiceReflect and improve practice</div>	<div>Focus: Achievement, Safety & Communication<ul style="list-style-type: none">Intentional instructional practicesStaff training and capacity buildingIncrease feelings of safetyProactive, culturally responsive communication</div>	<div>Systems: Consistency & Instructional Excellence<ul style="list-style-type: none">Safe, connected school cultureFeedback-driven instructional growthPeer collaboration and observationsConsistent learning experiences through systems</div>	<div>Sustain and Deepen: Coherence, Calibration and Impact<ul style="list-style-type: none">Calibrate quality, effectiveness of systems, structures and the impact on student outcomesShift the work to teacher leaders to maintain and enhance outcomesMonitor, reflect and adjust as a community</div>

***“Every system is perfectly
designed to get the results it gets.”***

-W. Edwards Deming