



Granby Memorial Middle School

Continuous Improvement Plan 2021-2022

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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.

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

Board Goal #1: Student Learning and Achievement

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

School Goal:

Granby Memorial Middle School 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
Math				
1. Implementing Illustrative Math Program	Administration, Math Coach, and Teachers	21/22 School Year	Time / Purchase of new material	M1. Percentage of Students in the following grades will achieve the subsequent score of proficient or better. Grade 6 47% to 70% Grade 7 30% - 65% Grade 8 48% - 70%
a. Train Teachers in the Illustrative Math Program	Math Coach, Capital Region Educational Council Trainer	Ongoing	CREC Trainers	
2. Implement formative assessments to monitor progress - STAR, IAB, PSAT 8/9	Coaches, Teachers	21/22 School Year	Time / Coverage	
3. Data Team Discussions	Coaches, Teachers, Administration	Ongoing	Interim Assessment Results / Time / Coverage	M2, Students will complete the assessments according to the timeline established at the start of the year.
Reading / Writing				
1. Implementing Reader / Writers Workshop model	Reading Coach, Teachers	21/22 School Year		3M. Utilizing Great Schools Partnership data protocols to have data dive discussions with teams on a bi-weekly basis.
2. Implement progress monitoring assessments - STAR, IAB, PSAT 8/9	Reading Coaches, Teachers, Administration	21/22 School Year	Interim Assessment Results / Time / Coverage	RW1. S Percentage of Students in the following grades will achieve the subsequent score of proficient or better. Grade 6 - 72% to 80% Grade 7 - 53% to 75 % Grade 8 - 65% to 80%
3. Data Team Discussions & Next Steps	Coaches, Teachers, Administration	Ongoing		RW2. Students will complete the assessments according to the timeline established at the start of the year.
				3RW. Utilizing Great School Partnership data protocols to have at data dive discussions with teams

School Goal:**At Granby Memorial Middle School, we will build a Scientific Research-Based Intervention system to support all learners and match students with appropriate intervention programs and structures to accelerate progress for all learners.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create Scientific Research-Based Interventions (SRBI) Process and Committee	Coaches, Support Staff, Administration, Teachers	Bi-Weekly	Time	Creation of a schedule and Agendas
2. Consistent Tier 1 Meetings with Team	Math & Reading Coach, Administration, and Support Staff.	Ongoing	Time	Creation of a schedule and Agendas
3. Workshop Progress Monitoring	Math & Reading Coach	All year	Grant Funded	Achievement of Student Goals

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

School Goal:

At Granby Memorial Middle School, we will utilize technology to facilitate communications that reach all stakeholders in a timely fashion and utilize the most current methods and platforms.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Establish consistent communication with the GMMS community and Granby community at large.	Administration, Teachers & Staff	Ongoing	Time, Google Workplace	Weekly updates to share events and happenings within the school. Updates will be posted on teacher's Google Classrooms.
2. Facilitate a quarterly Parent Advisory Council (PAC) meeting	Administration	Once a quarter	Virtual and Physical Spaces	Presentations and recordings
3. Sustain The Bear Necessities Newsletter	Principal, Teachers & Staff	Monthly	S'more subscription	Send Newsletter to stakeholders via School Messenger and Social Media.
4. Have an active digital media presence for GMMS. Specifically, The GMMS website, Facebook, Twitter, and Instagram.	Administration, Administrative Assistants	Ongoing	Social Media Platforms	Post twice a week on official school social media accounts

Board Goal #3: Safety and Social-Emotional Well-Being
 Foster a safe and positive social-emotional environment for everyone.

School Goal:
Provide all Granby Memorial Middle School staff with ongoing professional learning opportunities which focus on student social and emotional well-being of students and staff.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Build upon School Climate Training from last year	Administration, Teachers	All Year	School Climate Training	All staff members will actively utilize skills and practices gained from school climate training.
2. Implement Restorative Practices	School Climate Consultants	Two 4 Hour PD Days	Time during PD day	GMMS staff members will attend a two-day training on Restorative Practices
3. Implement CASEL SEL Framework	Administration, Teachers, School Climate Committee	Ongoing	CASEL Framework & Protocols	Teachers - Students are aware implement the CASEL SEL core competencies
4. Solicit feedback around School Climate from key stakeholders	Administration, and Teachers	Fall, Winter, and Spring	Google Forms	Responses to surveys and other data collection methods

Board Goal #4: Budget Development and Fiscal Management

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

School Goal:

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, CAS leaders, 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 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 that eliminate bias.

School Goal:

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
<p>1. Granby Equity Team (GET) members present information at faculty meetings for staff that increases their consciousness around cultural proficiency and helps uncover bias in teaching practices & routines.</p>	<p>Administration, Granby Equity Team Members Connecticut Center for School Change Staff</p>	<p>All year</p>	<p>Staff Meetings</p>	<p>The GET will present information to the GMMS staff on topics that address the GET mission and purpose.</p>
<p>2. Trained in Restorative Practices (RP)</p> <p style="padding-left: 20px;">a. Implement RP techniques into daily lessons</p> <p style="padding-left: 20px;">b. Building, maintaining, and, when necessary, repairing relationships among all members of a school community.</p>	<p>School Climate Consultants, Administration, Teachers, and Staff</p> <p>Teachers and staff</p>	<p>Two 4-hour training</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Funds for Training / Time during Professional Development (PD) Days</p> <p>Time and resources to help build a culture based on Restorative Practices</p>	<p>All GMMS teachers will be trained in Restorative Practices.</p> <p>Team Building Activities, The First Three Days, Academic Enrichment Activities.</p>

Board Goal #6: Professional Learning

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

School Goal:

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. Work with the Great Schools Partnership to align and be consistent with shared outcomes.	Great Schools Partnership	Ongoing	Money to fund GSP training	Teachers will utilize Great School Partnerships' best practices in meetings and learning environments.
2. Teachers will reflect upon the newly adopted Vision of the Graduate and plan to integrate the competencies in their instruction and curriculum, including the Capstone Experience.	Coaches	Ongoing	The Vision of the Graduate, Time	Teachers will share out at meetings throughout the year. It will be visible within Classrooms.
3. Create and facilitate Data Teams	Coaches	Ongoing	Time, Datapoints	Agendas and Data
4. Team Meetings - Every other day	CAS Leaders, Teachers, and Staff.	Ongoing	Time	Agenda and Schedules