

Leicester Middle School School Improvement Plan 2019-2020



 *We build strong minds and kind hearts* 

**Leicester Middle School
70 Winslow Ave.
Leicester, Massachusetts 01524
(508) 892-7055 / (508) 892-7047 (FAX)**

LMS - School Improvement Plan 2019-2020



www.lpsma.net

Dear Members of the Leicester Middle School Community,

We understand the unique challenges of middle school and appreciate the effort that our students bring to these four important years. So much individual growth (emotional, social, academic, intellectual, and physical) takes place during the middle school years, and we continue to strive to make these years at LMS the best they can be for our students, encouraging them to continue to develop their strengths, work on their weaknesses, refine their interests, and become citizens of the Leicester community.

We are happy to present our 2019-2020 School Improvement Plan, which aligns with the districts three year improvement plan. The goals outlined in this plan, reflect on the districts areas for strategic initiative s. As we continue to strive for excellence, we focused on our core values of Kindness, Achievement, Respect, Responsibility and Service. At LMS, we believe that everything should start with Kindness and end with Service.

Sincerely,

Mr. Christopher Fontaine, M.Ed
Principal
Leicester Middle School

LMS - School Improvement Plan 2019-2020



Leicester Public Schools and Leicester Middle School Mission Statements

Vision Statement

The Leicester Public Schools is recognized by the community as its greatest asset, the Leicester Schools engage every child in rigorous, student-centered learning in a safe and technology-rich environment.

Mission Statement

The mission of Leicester Middle School is to build strong minds and kind hearts. We believe that students who are truly engaged in their learning will have will have academic, social and emotional success. We believe that in order to accomplish our mission, we must provide a safe and welcoming place to learn, grow and mature.

Core Values

At Leicester Middle School we believe in:

Kindness - Treat others the way in wish you want to be treated. Promote an environment where you want to be and learn at school and within your community.

Achievement - Prepare students to become ethical, responsible, and productive members of a global society. Value honesty, integrity, and transparency in all our interactions with the community and with one another. Promote a culture of high expectations and excellence for all.

Respect - Appreciate the diversity, differences, and dignity of all members of the community. Foster a community that promotes teamwork and collaboration.

Responsibility - Embrace the opportunity to lead by example. Take ownership within your community while holding yourself accountable.

Service - Give back to your community. Volunteer to help make your school and community the best that it can.

LMS - School Improvement Plan 2019-2020



Leicester Middle School School Council

Mission Statement

The mission of the Leicester Middle School School Council is to foster the partnership of parents, school staff, students, and community members. In doing so, the Council will assist the principal in formulating a School Improvement Plan by:

- Identifying the educational needs of our students.
- Promoting educational goals of our school.
- Educating the community as to the needs of our school.
- Reviewing our school's annual budget.

Members of School Council

The Leicester Middle School School Council is made up of these constituencies whenever possible:

- Principal
- Assistant Principal
- Teachers
- Parents
- Community Representatives

The 2019-2020 Leicester Middle School School Council members are:

Christopher Fontaine - Principal
Beth Johnson - Assistant Principal
Dianne Rieder - Teacher
Nikki O'Connor - Teacher
Laura Dusty - Teacher
Jennifer Leahy - School Psychologist
Tricia Bowen - Parent
Ashley Wells - Parent
Megan Bouchard - Parent
Olga Papadopolous - Parent
Ronda Bertrand-Robbins - Parent
Ashley Stephens - Parent
Patricia Gahagan - Parent
Sue Sears - Parent



Leicester Middle School Goals At-A-Glance

District Strategic Initiative Area 1A: Develop powerful and engaging lessons that implement the district curriculum which aligns to Massachusetts Frameworks.

- **Goal 1:** We will continue to build student interest in Science, Technology, Engineering and Mathematics (STEM), students will become more engaged in STEM related topics and careers through STEM classes and within the Maker Space in the Library with evidence through a Pre/Post Survey.
- **Goal 2:** We will engage students in the US and Massachusetts Civics so that they can become productive members of the community, allowing them to be global citizens with regards to the philosophy and foundation of the federal and state governments, rights and responsibilities of US citizens and freedom of press and news/media literacy.

District Strategic Initiative Area 1C: Shift the focus of instruction to include all learners and to provide authentic learning opportunities in every classroom.

- **Goal 1:** Expand teachers planning and instructional repertoires focused on enhancing literacy and adapt the Keys to Literacy framework to improve students Literacy and their writing ability.
- **Goal 2:** Teachers will increase the level of Rigor and Relevance among lessons so that students will be more engaged and able to achieve at a higher level.

District Strategic Initiative Area 1E: Define the purpose of assessment and evaluate assessment practices to accurately reflect student achievement.

- **Goal 1:** We will explore the idea of Standards Based grading by working with teachers to align their grading practices around this idea and create a grading rubric across the school to be used consistently among teachers.
- **Goal 2:** Develop a school based data team, we will analyze data to improve instruction, create building and student interventions and develop professional development for teachers around using their data to drive instruction within their own classroom.

LMS - School Improvement Plan 2019-2020



District Strategic Initiative Area 1A: Develop and Implement District Curriculum That Aligns to Massachusetts Frameworks and Engages Students

Goal 1: We will continue to build student interest in Science, Technology, Engineering and Mathematics (STEM), students will become more engaged in STEM related topics and careers through STEM classes and within the Maker Space in the Library with evidence through a Pre/Post Survey.

Rationale:

In 2018, students were surveyed through our Project Lead the Way class if they were highly engaged in STEM curriculum. Within that survey, only 38% of our students said they were highly engaged. At that time, we only offered courses that had an engineering track. When talking with students, they wanted to see classes where they could do more programming.

Action	Resources	Measures	Responsibility
Beginning in 2019, students in 7th and 8th grade will have the option of choosing a STEM class with an Engineering focus (Robotics or Flight and Space) or a Computer Science Program (Computer Science for Innovators and Makers) which will engage them in their interests and potential career paths.	PLTW Module Training	PLTW Engagement Surveys MCAS Subscores in Technology and Engineering	STEM Teachers Media Specialist Principal
Beginning in 2020, students who chose the Computer Science pathway, will have the option the following year to choose a course in creating and building Computer Apps which will continue their interest in the Computer Science field and engage them in their interests.	PLTW Module Training	PLTW Engagement Surveys MCAS Subscores in Technology and Engineering	STEM Teachers Media Specialist Principal
We will invite professionals from the area to work with and speak with our students about how they use STEM within their careers in order to engage them in STEM related topics..	PLTW Networking	Presenters from STEM careers	STEM Teacher Principal
Create and develop an engaging Maker Space in the Library that will allow students to enhance their learning through project based learning and hands on learning.	Media Specialist Maker Space Supplies	Pre-Post survey of students who are accessing the Maker Space	Media Specialist All Teachers Principal



LMS - School Improvement Plan 2019-2020

Goal 2: We will engage students in the US and Massachusetts Civics so that they can become productive members of the community, allowing them to be global citizens with regards to the philosophy and foundation of the federal and state governments, rights and responsibilities of US citizens and freedom of press and news/media literacy.

Rationale:

As Massachusetts State Frameworks have changed, we must align our curriculum with those frameworks. Students will learn about the United States Federal Government as well as how state and local government work. This new curriculum also directly aligns to the 8th grade Washington D.C. Field Trip.

Action	Resources	Measures	Responsibility
Teachers will write and design curriculum based on the new standards to now align with the new US and Massachusetts Civics Standards.	PD - Mass DOE	Implementation of Curriculum Curriculum Maps	Social Studies Dept.
Teachers will write and align curriculum in other grades as standards that have been formally taught in the 8th grade will be pushed down to other grades.	Curriculum Maps PD	Implementation of Curriculum Curriculum Maps	Social Studies Dept.
The school council will be created and structured in a way that models and mimics the state and federal government in order to develop all students' understanding of local, state and federal government.	Student Council	Structure of Club Students Council Meetings	Student Council Advisor Principal

LMS - School Improvement Plan 2019-2020



District Strategic Initiative Area 1C: Shift the focus of instruction to include all learners and to provide authentic learning opportunities in every classroom.

Goal 1: Expand teachers planning and instructional repertoires focused on enhancing literacy and adapt the Keys to Literacy framework to improve students Literacy and their writing ability.

Rationale:

In review of the 2019 Preliminary MCAS, Literacy and Writing continues to be a weakness among our students. There has been an improvement from the 2018 MCAS, however we are still behind the state average in our writing program. We believe that continuing to have a school wide focus on writing will increase our students achievement in Literacy.

Action	Resources	Measures	Responsibility
Develop and enhance Professional Development for all teachers through Professional Development Days, Faculty Meetings, Department Meetings and Grade Level Meetings to focus on student writing and the Rigor Relevance Rubric.	Keys to Literacy PD Meeting Times	Implementation of PD Meeting Agendas	Principal Lead Teachers
We will create bimonthly meetings for staff to review/discuss/reflect on student writing samples in order for students to receive familiar feedback across disciplines and departments.	Keys to Literacy PD Meeting Times	Meeting Agendas Rubrics Student Work Samples	Lead Teachers Principal
100% of students will be engaged in informal each day with a focus on nonfiction and fiction text as well as other forms of writing in response to various texts in at least 3 out of 4 core classes.	Meeting Times	Student Work Samples	Teachers
100% of students will be engaged in using the ANSWER Key strategies in formal writing in every class at least once per term while growing by at least one rubric level within each class.	Writing Rubrics	Classroom Observations. Pre-Post Writing Data	Teachers Principal

LMS - School Improvement Plan 2019-2020



Goal 2: Teachers will increase the level of Rigor and Relevance among lessons so that students will be more engaged and able to achieve at a higher level.

Rationale:

When analyzing our MCAS performance over the last three years, we have declined in the number of students who are scoring in the Exceeding Expectations Category on the MCAS. When observing classes, we can correlate this data to observations of less rigor and relevance being taught in the lessons.

Action	Resources	Measures	Responsibility
Staff will self-evaluate where their lessons align on the Rigor-Relevance Framework during grade level, department and/or faculty meetings.	Rigor-Relevance Framework	Meeting Agendas Classroom Observations	Principal
During school based lessons studies, we will have a focus on Rigor/Relevance within the lesson and provide feedback to improve within this category.	Rigor-Relevance Framework	Lesson Studies Classroom Observations	Teachers
Teachers will observe each others classes through a Lesson Study (twice per year), use the Rigor/Relevance Framework to discuss objectives and lessons during the development of the lesson as well as the debrief/reflection of the lesson.	Time for Teacher Observation Rigor/Relevance Framework	Conversation Notes Meeting Agendas	Teachers Principal

LMS - School Improvement Plan 2019-2020



District Strategic Initiative Area 1E: Define the purpose of assessment and evaluate assessment practices to accurately reflect student achievement

Goal 1: We will explore the idea of Standards Based grading by working with teachers to align their grading practices around this idea and create a grading rubric across the school to be used consistently among teachers.

Rationale:

In a data analysis between students performance on Standards Based Assessments and their classroom grades, grades are not truly portraying a students performance with the grade level standards. Between 60% and 70% of students are making the Honor Roll within a given grade while less than 50% of the students are demonstrating proficiency on grade level standards.

Action	Resources	Measures	Responsibility
We will engage staff in Professional Development around setting up a grading system that is relating to Standards Based Grading.	PD Meeting Times	Meeting Agendas	Principal Lead Teachers
We will create a schoolwide grading rubric or "Habits of Learning" that teachers will adopt within their classroom so that parents have a better understanding of the meaning of a students grade.	PD Exemplars Professional Articles	Rubric/Habits of Learning	Principal Lead Teachers
We will analyze school based summative assessments to ensure they meet the rigor of the standards we are teaching.	State Standards Summative Assessments	Adjustments to Assessments Meeting Agendas	Teachers Principal

LMS - School Improvement Plan 2019-2020



Goal 2: Develop a school based data team, we will analyze data to improve instruction, create building and student interventions and develop professional development for teachers around using their data to drive instruction within their own classroom.

Rationale:

For the last three years, we have given students a screener, the STAR Test, and only focused on students who are requiring immediate intervention. By developing a data team, we will begin to look at areas of weakness in curriculum, working with staff of pulling the reports to make data based decisions within their practice and focus on students who need Tier II intervention (Bubble Kids).

Action	Resources	Measures	Responsibility
We will create a school wide data team made up of staff including Lead Teachers and Administration to allow teachers to help lead data conversations.		Data Team Agendas	Principal
By completing an analysis of what types of data we have and the purpose of each form of data, we will be able to better associate the data to interventions and improvements in instruction and curriculum.	STAR Data MCAS Data PD - Edwin Analytics School Wide Data	Data Analysis	Data Team Lead Teachers
We will plan and provide professional development for staff to work on analyzing data to provide Tier II interventions within their own classroom.	STAR Data MCAS Data	Meeting Agendas Classroom Observations	Data Team Principal
The data team will analyze the effectiveness of various programs including our Intervention Program, Writing Program and Social Emotional/Behavior Programs.	STAR Data Student Work School Data	Data Analysis Meeting Agendas	Data Team