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# **JG Whittier Middle School**

**2022-2023**

## **SCHOOL IMPROVEMENT PLAN**

### **TITLE I SCHOOLWIDE PROGRAM PLAN**

**Matt Condon, Principal**

**Catherine Koch, Assistant Principal**

**SCHOOL COUNCIL MEMBERS, ROLES, SIGNATURES**

**John G. Whittier Middle School  
School Improvement Council 2022-2023**

**CHAIRPERSON:**

Matt Condon, Principal

**CO-CHAIR**

Catherine Koch, Assistant Principal

**RECORDING SECRETARY:**

Catherine Koch

**TEACHERS:**

Jessica Hogan, Grade 5 Teacher  
Mariclare Hamel, Grade 6 Teacher  
Heather Guthrie, Reading Coach

**PARENTS:**

Chad Pfiel  
54 Ledge Road, Haverhill, MA

Ken Morse  
Ledge Road, Haverhill, MA

Gilliane Melvin  
14 Magnavista Dr. Haverhill, MA

**SCHOOL VISION**

By June 2024, John G. Whittier will be a Learning Community of students, teachers, and families working together to support the academic achievement and social emotional well being of all students. School teams will collaborate, use reflective teaching practices, participate in shared/distributed leadership, and communicate effectively to ensure student success.

**SCHOOL MISSION STATEMENT**

John Greenleaf Whittier Middle School strives to be a community of learners dedicated to educating adolescents. We are preparing children for the future by providing differentiated education, which will encourage all to be responsible, active, respectful, and tolerant members of our school and society. We provide a safe atmosphere that is intellectually challenging and that recognizes the student’s physical, emotional, social, and academic needs. Frequent and open communication is encouraged to help ensure the effectiveness of the education we provide. We believe that it is the responsibility of the entire school community to share in the education of the middle-school child.

**OVERARCHING OR THEMATIC GOAL**

Develop a high functioning Student Learning Community by strengthening collaboration, reflective teaching and learning, and effective stakeholder communication and engagement in order to ensure high levels of success in learning for all students.

**THEORY OF ACTION**

- If John G. Whittier Middle School enhances our PLC and creates high functioning staff and student teams that work together to strengthen Tier I instruction and the implementation of a multi-tiered continuum of academic and social/emotional/behavioral supports, interventions and enrichments, then John G. Whittier Middle School will have instructional systems in place that support and raise student achievement.
- If John G. Whittier Middle School provides teachers and students with equitable access to a myriad of supports including:
  - providing professional development on instructional strategies such as objectives, lesson planning, data cycles, and unit planning.
  - fundamental structural changes like digital learning tools that will support both teaching and learning
 then this will provide all students with optimum learning experiences, increase student engagement and motivation, and accelerate learning.

## STRATEGIC OBJECTIVES

**Equity/Access/DEI:** Provide rigorous, joyful, engaging, and culturally relevant learning experiences for **all students** and educators (Core plus more, science of reading, consistency, feedback, coaching system that offers teachers the tools needed to excel, high quality culturally relevant materials).

**Inclusion DEI:** Incorporate real world applications, based on high expectations and a growth mindset (all students can learn to high levels; differentiation to support active learning with less “stand and deliver” and more student action).

**Data Driven:** Work as a flexible and adaptable learning organization that uses data to support a continuous improvement process, accountability, expectations, (a flexible, adaptive core set of instructional expectations, use of data cycles and PLC to support learning of staff and students).

**Whole Student:** Build strong relationships with **each student** and provide **each student** as an individual with the academic, social, emotional, and behavioral health supports that are necessary for success (tiered system of academic and SEL supports based on data with interventions that match student needs and demonstrate student progress).

**SEL:** Develop self-awareness and self-management skills essential to success in school and in life. Using tiered supports – reduce suspensions and office referrals. Provide support for subgroups (SPED, ML, and low-income) to improve school attendance and readiness to learn.


**Facilities:** Engage with the community to advocate for facility enhancement to support the above goals until a permanent solution is in place.

**Strategic Objective:**

**Equity/Access/DEI:** Incorporate real world applications, based on high expectations and a growth mindset (all students can learn to high levels; differentiation to support active learning with less “stand and deliver” and more student action).

**Goal 1a: By June 2023 All math & ELA teachers will have participated in one coaching cycle.**

**Goal 1b: By November 2023 100% of teachers will write measurable objectives in the, “what, why, how” format with a grade level appropriate task.**

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
<b>1A.</b>					
Admin team and coaching team develop schedule of coaching cycles for SY22-23	100% of teachers are scheduled for a coaching cycle.	Document developed by Sept. 2022.	Admin Team/Coaching Team	JGW coaching schedule	Document of planned coached cycle
Admin team and coaching team meet to review progress on completion of coaching cycles.	100% of teachers are scheduled for a coaching cycle.	Document developed by Sept. 2022.	Admin Team/Coaching Team	T & L Playbook  *Final JGW T&L P... Agendas ATLAS MAPS	Document of planned coached cycle
<b>1B</b>					





August PD focusing on core components of quality Tier 1 instruction utilizing the playbook link JGW T&L Playbook	see monitoring SIP goal 1 sheet linked below	Sept.-Oct.	Admin Team	T & L Playbook ☰ *Final JGW T&L P...	Development and PD of the JGW T&L Playbook
Start of the SY22-23 the instructional focus will be measurable objectives	see monitoring SIP goal 1 sheet linked below	Sept.-Oct.	Admin Team	T & L Playbook	Data collected in Instructional walkthrough
Monitor with walkthroughs - share data in weekly memo	see monitoring SIP goal 1 sheet linked below	Sept.-Oct.	Admin Team	T & L Playbook	Data collected in Instructional walkthrough
ILT & Coaches identify key areas of need through weekly data to focus on for CPT time	see monitoring SIP goal 1 sheet linked below	Sept.-Oct.	Admin Team	T & L Playbook	Data collected in Instructional walkthrough
<b>Will repeat process for workshop model</b>	☰ Monitor SIP Goal 1			T & L Playbook	

## Strategic Objective:

**Inclusion DEI:** Incorporate real world applications, based on high expectations and a growth mindset, (all kids can learn to high levels, differentiation to support active learning with less “stand and deliver” and more student action).

**Goal 2: By June 2023 ALL students will improve in ELA & Math a year or more of growth; 50% of students will reach their stretch goal in ELA and Math. 100% of students will make typical growth for a year.**

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
August PD focusing on core components of quality Tier 1 instruction utilizing the playbook link JGW T&L Playbook	<b>Completion of PD and Playbook</b>	August	Admin Team	T & L Playbook ☰ *Final JGW T&L P...	Development and PD of the JGW T&L Playbook
Develop WIN Block structure and develop plan with ILT to support teachers during WIN block period	<b>Develop 6 weeks cycles of support for ALL students</b>	August/ September	ILT	☰ WIN Playbook	Data collected by classroom teachers and interventionists based on growth monitoring.
Develop small groups for math/ELA Interventionist groups	<b>Develop 6 weeks cycles of support for students identified as below grade level</b>	September/October	Coaches/Interventionist	Iready Data	6 week cycles growth monitored on JGW spread sheet
Nov-June of the SY22-23 the instructional focus will be Workshop Model Lesson Planning	☰ <b>Monitor SIP ...</b>	Nov.-June	Admin Team	T & L Playbook ☰ *Final JGW T&L P...	Data collected in Instructional walkthrough
Monitor with walkthroughs - share data in weekly memo	☰ <b>Monitor SIP ...</b>	Nov.-June	Admin Team	T & L Playbook ☰ *Final JGW T&L P...	Data collected in Instructional walkthrough

<p>ILT &amp; Coaches identify key areas of need through weekly data to focus on for CPT time</p>	<p> <b>Monitor SIP ...</b></p>	<p>Nov.-June</p>	<p>Admin Team</p>	<p>T &amp; L Playbook   *Final JGW T&amp;L P...</p>	<p>Data collected in Instructional walkthrough</p>
<p>Teachers will get feedback in formal evaluations around implementation of the workshop model.</p>	<p> <b>Monitor SIP ...</b></p>	<p>Nov.-June</p>	<p><b>Admin Team</b></p>	<p>T &amp; L Playbook   *Final JGW T&amp;L P...</p>	<p><b>Teachpoint data teachers receive a contracted number of formal observations.</b></p>



**Strategic Objective:**

**Data Driven:** Work as a flexible and adaptable learning organization that uses data to support a continuous improvement process, accountability, expectations, (a flexible, adaptive core set of instructional expectations, use of data cycles and PLC to support learning of staff and students).

**Goal 3: By June 2023 JGW will have implemented 6-8 week data cycles using MCAS data and ongoing iReady data. To include meeting at least once per 6-8 weeks to revise intervention groupings.**

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
Schedule data meetings in a monthly cycle for each content team in the school	Schedule created of data CPTs	August 2022	Admin Team	Schedule created by Admin team and ILT	Schedule complete
Data CPTs with goal driven agendas monitor progress of grade, class, and individual students.	New groups are created at each Data CPT	Monthly during SY 22-23	Admin Team/coach/Content Team	Agendas created by Admin Data protocols added to T&L Playbook	Agenda with notes

**Strategic Objective:**

**Whole Student:** Build strong relationships with **each student** and provide **each student** as an individual with the academic, social, emotional, and behavioral health supports that are necessary for success (tiered system of academic and SEL supports based on data with interventions that match student needs and demonstrate student progress).

**Goal 4a:** During SY 22-23 JGW will implement PBIS/STAR Poet Society in order to create a positive climate; provide clearly stated rules and expectations; and reduce office referrals & suspensions (referrals by 30% and suspensions by 50%).

**Goal 4b:** By June 2023 the number of students identified with “chronic” attendance issues will be reduced by 10%.

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
PBIS team creates a framework to support teachers and students in implementation.	Creation of PBIS framework <a href="#">JGW 22-23 PBIS</a>	June 2022	PBIS Team	<a href="#">JGW 22-23 PBIS</a>	Data collect in the following areas: Office referrals Suspensions Chronic Absenteeism
August PD and Faculty Roll out to staff.		August 2022	PBIS Team	<a href="#">JGW 22-23 PBIS</a>	Data collect in the following areas: Office referrals Suspensions Chronic Absenteeism
Roll out to students in the first week of school.	Resources, education, and implementation of core values and school wide norms	August 2022	PBIS Team/ Faculty of JGW	<a href="#">JGW 22-23 PBIS</a>	Data collect in the following areas: Office referrals Suspensions Chronic

					<b>Absenteeism</b>
<b>Development of Town Halls to reinforce PBIS and celebrate students</b>	<b>Monthly schedule and Agendas are created</b>	<b>August 2022</b>	<b>Grade Level teams</b>	<a href="#"><u>JGW 22-23 PBIS</u></a>	<b>Data collect in the following areas: Office referrals Suspensions Chronic Absenteeism</b>
<b>Development of STAR Poet Society to reinforce PBIS and celebrate students</b>	<b>Trimester grade level celebration and PPT template is created to support teachers.</b>	<b>Sept. 2022</b>	<b>Grade Level Teams</b>	<a href="#"><u>JGW 22-23 PBIS</u></a>	<b>Data collect in the following areas: Office referrals Suspensions Chronic Absenteeism</b>
<b>Development of Pep Rally and other school wide community events to reinforce PBIS and celebrate students</b>	<b>Agenda and dates are set for school wide events</b>	<b>Sept. 2022</b>	<b>PBIS team</b>	<a href="#"><u>JGW 22-23 PBIS</u></a>	<b>Data collect in the following areas: Office referrals Suspensions Chronic Absenteeism</b>

**Strategic Objective:**

**Facilities:** Engage with the community to advocate for facility enhancement to support the above goals until a permanent solution is in place.

**Goal 5:** By June 2023, the JGW community will have continued to advocate for the continued upkeep of the JGW, including most effectively addressing space issues within the building.

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
The Site Council will develop areas in the building to improve.	List created and shared with central office and school committee	on-going during the school year	Site Council	JGW Space N...	Creation of list with cost of each upgrade to the building.
Invite Dr. Morotta and School Committee to site council meeting	List created and shared with central office and school committee	Twice during the school year	Cite council and principal	JGW Space N...	Agendas from site council  JGW Building needs on School Committee agenda
The Site Council and JGW Team develop plan for expanding space on the school campus	Budget Process	Jan. 2023	Principal	JGW 23-24 proposed budget	JGW 23-24 proposed budget