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JG Whittier Middle School

2023-2024

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 2023-2024**

CHAIRPERSON:

Matt Condon, Principal

CO-CHAIR

Catherine Koch, Assistant Principal

RECORDING SECRETARY:

Catherine Koch

TEACHERS:

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 learningthen 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 1: By June 2024, 100% of grade level content teams will develop unit plans. Artifacts will include: Trajectories, CPT Agendas, and a shared google folder.

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
New schedule created to help facilitate Common Planning Time (CPT)	Increase CPT time from two short 30 mins meetings to one 55 min meeting per week	June 2023	Assistant Principal Koch	see new schedule	New schedule
Create unit trajectory template	Every content team will create a scope and sequence of lessons with mastery checks for priority standards and unit assessment.	June 2023	Principal Condon	JGW Teaching and Learning Playbook	Trajectory template
Create CPT Agenda with goal driven actions	During Summer ILT creates CPT agenda	August 2023	Instructional Leadership Team (ILT)	JGW Teaching and Learning Playbook	CPT agenda
Create Data Meeting Agenda with goal driven actions	During Summer AP Koch creates Data agenda	August 2023	Instructional Leadership Team (ILT)	AP Koch	Data MTG agenda
Professional development for JGW coaches about the CPT Agenda	Coaches are able to produce 2 CPT agendas per month.	On-going SY 23-24	Principal Condon and JGW math and literacy coach	JGW Teaching and Learning Playbook	CPT agenda

Content Teams develop unit trajectories	Each team creates a unit trajectory with mastery checks and unit assessments	On-going SY 23-24	Principal Condon and JGW math and literacy coach	JGW Teaching and Learning Playbook	CPT Folder
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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 2024 As a school JGW will have a median percent of typical growth on I-ready in math and reading of 150%

Action(s)	Benchmark(s)	Time Frame	Person(s) Responsible	Resources	Evidence
New schedule created to help facilitate monthly data meetings	Increase data meetings from quarterly (SY22-23) to monthly in SY 23-34	June 2023	Assistant Principal Koch	see new schedule	New schedule
Create Data Meeting Agenda with goal driven actions	During Summer AP Koch creates Data agenda	August 2023	Instructional Leadership Team (ILT)	AP Koch	Data MTG agenda
Every student will have a data conference at the beginning, middle, and end of the school year,	Scholars will complete a data conference worksheet 3 times per year.	Created worksheet August 2023 Scholars complete worksheet on-going throughout SY 23-24	Principal Condon	JGW Teaching and Learning Playbook	template data conferences tool
Create Intervention groupings based on Iready data leveraging our Interventionist and classroom during WIN block to meet the needs of our scholars.	Create intervention groupings on a 4 weeks cycle	On-going SY 23-24	AP Koch	Data Meeting Agendas	Create new intervention grouping every 4 weeks based on data.

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 2024 JGW will have implemented 6-8 week data cycles using MCAS data, ongoing iReady data, and unit assessments. 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
New schedule created to help facilitate monthly data meetings	Increase data meetings from quarterly (SY22-23) to monthly in SY 23-34	June 2023	Assistant Principal Koch	see new schedule	New schedule
Create Data Meeting Agenda with goal driven actions	During Summer AP Koch creates Data agenda	August 2023	Instructional Leadership Team (ILT)	AP Koch	Data MTG agenda
Every student will have a data conference 3 times per year.	Scholars will complete a data conference worksheet 3 times per year.	Created worksheet August 2023 Scholars complete worksheet on-going throughout SY 23-24	Principal Condon	JGW Teaching and Learning Playbook	Template data conferences
Create Intervention groupings based on Iready data.	Create intervention groupings on a 4 weeks cycle	On-going SY 23-24	AP Koch Interventionist Classroom Teachers	Data Meeting Agendas	Create new intervention grouping every 4 weeks based on data.

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 23-24 JGW will continue to 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 25% and suspensions by 25%).

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
Revise PBIS- ILT review plus/deltas for year 1 of implementation	Complete PBIS handbook self assessment	Spring 2023	ILT	PBIS Handbook	ILT meeting agendas and school self assessment.
Create PD for Staff reviewing core values and PBIS	Professional Development on PBIS	Summer 2023	Student Support Coordinator Jacqui Shirey	PBIS Handbook	JGW Student Support Binder
Create culture week (first 12 days of school) lessons that supports SEL, Core Values, Community Building, PBIS	Culture Week trajectory of lessons	Created August 2023 Implemented 8/29 to 9/15	Administration Team	JGW Student Support Binder	

Schedule Fresh START Party, STAR Poet Society, Pep Rally, and Community Events	Calendar of events to staff, scholars, and families	Summer 2023	Administration Team		HPS/JGW Website Calendar
Weekly At-Risk meetings to review scholar support and attendance protocols	Weekly Agendas with information and action steps for teachers	On-going SY 23-24	AP Koch SACS Guidance Counselors SSC Shirey	Team Agendas	Google Form and action plan for teachers
Team Meeting for SACS, GC, SSC, and grade level teachers	Monthly Agendas with action steps and best practices to support scholars	On-going SY 23-24	SACS Guidance Counselors SSC Shirey	Team Agendas	Team Agenda Template

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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 2024, 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
Schedule Monthly School Site Council Meetings	Dates set for Monthly Meeting	August 2023	Principal Condon		Link Dates JGW Calendar
Monthly Agenda for Site Council Meetings	Create Monthly Agenda	On-going SY23-24	Principal Condon		Link Dates JGW Calendar
Monthly School walk throughs to assess needs of the school building	Create Monthly Agenda	On-going SY23-24	Principal Condon		Link Dates JGW Calendar