



# Brockton Public Schools School Improvement Plan



The mission of the Brockton Public Schools is to ensure student success by fulfilling the educational, social, and emotional needs of all students in the pursuit of instructional excellence.

## Ashfield Middle School

2017-2019

### School Leadership Team Members

Principal:	Barbara Lovell
Assistant Principal:	Troy Kielyka
Associate Principal	Eileen McQuaid

## Vision

All students will be proficient in ELA, math and science as evidenced by MCAS 2.0 and we will continue to push our students to advanced standing in these areas.

## Mission

Using research based strategies, formative assessments, targeted interventions and differentiated instruction in response to data, students will engage in rigorous lessons aligned to the common core standards using the latest technology and innovation.

## Areas of Focus for District's Strategic Objectives

### **Instructional Excellence**

The Brockton Public Schools will incorporate the use of 21st century instructional and assessment strategies which span grades preK-12 to ensure the delivery of an aligned curriculum in service of our districtwide commitment to the goals of College & Career Readiness.

### **Supportive Environment**

The Brockton Public Schools is committed to the physical safety and emotional well-being of all members of the school community.

### **Community Engagement**

The Brockton Public Schools will engage families and the community at large by communicating in linguistically and culturally appropriate ways to support the academic, social, and behavioral success of students.

## School Based Theory of Action

### Instructional Excellence

Theory of Action Statements for each of the strategic objective headings are the same as the attainment goals.

### Supportive Environment

If through daily common planning meetings, instructional leadership meetings and the IST process, the Ashfield Middle School identifies social and academic issues and addresses them in weekly second steps lessons, and elective time, then we will see an increase in the final citizenship grade average of all students and reduction in the number of students failing academic subjects.

### Community Engagement

If the Ashfield Middle School increases the number of families receiving the parent newsletter by 20% and the letter is translated into Haitian Creole along with French and English then more students and families will participate in school sponsored events.

## Instructional Excellence

*The Brockton Public Schools will incorporate the use of 21st century instructional and assessment strategies which span grades preK-12 to ensure the delivery of an aligned curriculum in service of our districtwide commitment to the goals of College & Career Readiness.*

## District Strategic Objective

- (I)** Implement a seamless system of instructional excellence that includes rigorous curriculum aligned to Common Core State Standards that is correlated with local and state assessments.
- (II)** Develop a system of identified best practices at all grade levels based on high quality instruction and formative assessment. (By best practices, we mean all the descriptors that are identified in the Massachusetts Educator Evaluation System at the Proficient and Exemplary levels.)

## ELA Data Analysis

The Ashfield Middle School experienced a decline in both the CPI and the SGP in ELA for the 2014 SY. This decline is attributed to the changes in student population and the scores of incoming grade 6 students for the past 2 years. The scores are consistent with the students' previous scores in grades 3-5. The high needs populations continue to show growth especially the SEI students. The scores include 32 MCAS-ALT failures which were due to clerical error.

## ELA Attainment Goal

If all ELA, social science and science teachers engage in rigorous MCAS 2.0 based tasks based on solid UBD plan, followed by high level common assessment and performance based assessments then the Ashfield Middle School will set a strong baseline score on the MCAS 2.0.

## Action Plan

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
Provide access to technology to enhance digital literacy for all students and staff.	As the Ashfield Middle school is a MCAS 2.0 technology site, the school will increase the number of working tablets and wireless access points to allow for a whole grade to access the internet at one time. Tablets will be made available to all staff.	At this time, there would need to be more than 167 working units online	AMS teachers with support from Technology services	Problems will be reported daily to both IT and the principal
	During common planning time, teachers will receive professional development in the usage of the new tablets, the MCAS 2.0 online tutorial, and the online MCAS 2.0 practice tests.	All academic content teachers will attend MCAS 2.0 trainings, all teachers will attend tablet training	Eileen McQuaid and Barbara Lovell	3-4 sessions as needed
	Teachers, after having received professional development training on the tablets, will train students on using the tablets, specifically typing, and MCAS 2.0 skills	All students will be able to type, drag and drop, highlight, and use tools on the computers and tablets	Classroom teachers, Study skills teachers	following a set schedule, 4 formal lessons multiple practices

	School Based Action Steps	Benchmarks		
		what	by whom	how often
<b>Increase the number, type, complexity, and opportunity for use of instructional strategies that promote higher-order thinking skills and problem solving in all grades.</b>	ELA teachers will use multiple activities during each class including opportunities for silent reading, using technology, writing to multiple texts, peer discussions and cooperative activities.	weekly lesson plans as well as unit plans will reflect multiple activities	principal, Associate Principaldept. head, and teachers	weekly plans
	Teachers will increase the reading complexity of selected texts used in the classroom to include some above grade level texts.	UBD will include names of new texts	principal, Associate Principaldept. head, and teachers	weekly plans
	Teachers will increase the focus on analysis of texts. Students will be requires to analyze narrative, informational and research texts.	Lesson plans will reflect the new analysis tasks	principal, Associate Principaldept. head, and teachers	weekly plans

District Based Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
<b>Correlate the Common Core State Standards with local benchmarks, state assessments, and next generation assessments at each grade level.</b>	ELA, social studies and science teachers will adapt the current tests to reflect MCAS 2.0 like questioning	all tests will be rewritten	principal, Associate Principaldept. head, and teachers	daily common planning sessions
	ELA, social studies and science teachers will unpack each of the standards for their grade, and create meaningful lessons targeting each standard with a focus on writing to multiple texts.	UBD plans	principal, Associate Principaldept. head, and teachers	daily common planning sessions
	Teachers in ELA science and social studies will create performance based assessments in which student mirror next generation assessments.	2-3 performance tasks will be written for each unit each subject	principal, Associate Principaldept. head, and teachers	daily common planning sessions

### Math Data Analysis

The Ashfield Middle School showed growth specifically with the grade 8 population. Although our CPI remained lower growth was shown. This growth is also evident with the high needs populations. Continued attention needs to be given to the SWD groups and those significantly below grade level. The scores include 32 MCAS-ALT failures which were due to clerical error.

### MATH Attainment Goal

If all math teachers engage in rigorous MCAS 2.0 based tasks based on solid UBD plan, followed by high level common assessment and performance based assessments then the Ashfield Middle School will set a strong baseline score on the MCAS 2.0.

### Action Plan

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
<b>Provide access to technology to enhance digital literacy for all students and staff.</b>	As the Ashfield Middle school is a MCAS 2.0 technology site, the school will increase the number of working tablets and wireless access points to allow for a whole grade to access the internet at one time. Tablets will be made available to all staff.	At this time, there would need to be more than 167 working units online	AMS teachers with support from Technology services	Problems will be reported daily to both IT and the principal
	During common planning time, teachers will receive professional development in the usage of the new tablets, the MCAS 2.0 online tutorial, and the online MCAS 2.0 practice tests.	All academic content teachers will attend MCAS 2.0 trainings, all teachers will attend tablet training	Eileen McQuaid	3-4 sessions as needed
	Teachers, after having received professional development training on the tablets, will train students on using the tablets, specifically typing, and MCAS 2.0 skills	All students will be able to type, drag and drop, highlight, and use tools on the computers and tablets	Classroom teachers	following a set schedule, 4 formal lessons multiple practices

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
At all grade levels, deliver a rigorous curriculum aligned to the Common Core State Standards with engaging lessons that are differentiated and accessible to involve all learners.	In order to increase the complexity and rigor of the grade 7 curriculum the common planning time for grade 7 teachers will be moved from period 1 with grade 6 to period 7 with grade 8.	schedule change	principal	yearly
	Teachers will unpack each of the standards for their grade, and create meaningful lessons targeting each standard with a focus on the 8 standards for mathematical practice. Use of these practices will be in each grade at every level.	UBD plans and lesson plans will note which math practices are being taught or used.	principal, IRS dept. head, and teachers	daily common planning sessions
	Weekly common quizzes by grade will target higher order thinking skills and problem solving. Multiple opportunities to make up quiz or test grades or complete test corrections after intervention lessons will be available at all levels.	weekly quizzes given and analyzed for rigor and needed intervention	IRS, Principal and teachers	weekly

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
Correlate the Common Core State Standards with local benchmarks, state assessments, and next generation assessments at each grade level.	As PBA sample and practice questions become available from the state or PARCC, the teachers during common planning time will rewrite and create new test questions to mirror the rigor of the PARCC.	new test and assessment quizzes including PBA's	principal, IRS dept. head, and teachers	weekly
	Whenever possible teachers will incorporate technology into classroom practice so that students will become familiar with the tool kits available to them on assessments.	practice on computers by students for assessments	teachers	biweekly

### Science Data Analysis

The Ashfield Middle School showed continued improvement in science. Each high needs population also showed growth. The scores include 11 MCAS-ALT failures which were due to clerical error.

### Science Attainment Goal

If all science teachers engage in rigorous MCAS based tasks, based on a solid UBD plan, followed by high level common assessment and performance based assessments then the Ashfield Middle School will continue to increase the number of proficient students on the science MCAS.

### Action Plan

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
<b>Provide access to technology to enhance digital literacy for all students and staff.</b>	As the Ashfield Middle school is a MCAS 2.0 technology site, the school will increase the number of working tablets and wireless access points to allow for a whole grade to access the internet at one time. Tablets will be made available to all staff.	At this time, there would need to be more than 167 working units online	AMS teachers with support from Technology services	Problems will be reported daily to both IT and the principal
	During common planning time, teachers will receive professional development in the usage of the new tablets, the MCAS 2.0 online tutorial, and the online MCAS 2.0 practice tests.	All academic content teachers will attend MCAS 2.0 trainings, all teachers will attend tablet training	Eileen McQuaid and Joan Farrington	3-4 sessions as needed
	Teachers, after having received professional development training on the tablets, will train students on using the tablets, specifically typing, and MCAS 2.0 skills	All students will be able to type, drag and drop, highlight, and use tools on the computers and tablets	Classroom teachers	following a set schedule, 4 formal lessons multiple practices

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
<b>At all grade levels, deliver a rigorous curriculum aligned to the Common Core State Standards with engaging lessons that are differentiated and accessible to involve all learners.</b>	Science teachers will switch classes each term to ensure that each topic presented to students is delivered by an expert in each field. (Biology, Physics and Chemistry, Earth and Space Science)	Principal will change teaching assignments by term.	principal	by term
	Teachers will work together to create binders for each teaching unit in each grade. These will be available to 6th grade math teachers who also have one section of science. Science teachers will meet with them to explain all lessons and differentiation needed all learners	Teacher resource binders created and shared.	Science teachers, grade 6 math teachers	by unit 6 units
	Teachers will continue to include brain pop, the Discovery ED tech book and other online resources as well as hands on experiments to provide multimodal presentations of material for all learners.	Multimodal presentation of material, lesson plans, unit plans	Science teachers, grade 6 math teachers	by unit 6 units

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
At all grade levels, deliver a rigorous curriculum aligned to the Common Core State Standards with engaging lessons that are differentiated and accessible to involve all learners.	Students in each grade will participate in the school held science fair. The requirements will be differentiated by grade and level but will include all students in each program including the CRR. Students will be required to read and write to multiple texts. They will need to evaluate and analyze information from multiple sources for usefulness and validity.	Science fair projects for each child, may be done as part of a group for certain levels.	Science teachers, grade 6 math teachers, Associate Principalprincipal	annually



## Supportive Environments

*The Brockton Public Schools is committed to the physical safety and emotional well-being of all members of the school community.*

### District Strategic Objective

**(III)** *Develop a system to provide a safe, clean, engaging learning environment for students and staff.*

### Data Analysis

Between 2009- 2013 here has been an average of 5-6 students per year who fail academic subjects for the year as evidenced by report cards and Infinite Campus. Additionally the citizenship grades, also reported in Infinite Campus, show final citizenship grades to average at 83%.

### Attainment Goal

If through daily common planning meetings, instructional leadership meetings and the IST process, the Ashfield Middle School identifies social and academic issues and addresses them in weekly second steps lessons, and elective time, then we will see an increase in the final citizenship grade average of all students and reduction in the number of students failing academic subjects.

### Action Plan

District Strategic Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
Ensure a safe and nurturing learning environment for all students.	List the action steps that will be implemented to address each strategic initiative. Social issues facing our students and reflected in the media as to pertaining to the characteristics of our students will be addressed in second steps lessons. The lessons will be each Wednesday afternoon by homeroom. These lessons may include anti-bullying strategies, gender identity, empathy, civil rights, and decision making skills involving health issues. Special groups will be formed for students in need of more specialized intervention.	The success of this action step will be measured by an increase in citizenship grades and a reduction in guidance office referrals.	The assistant principal, SAC and guidance counselor with input from the staff will monitor	Benchmark data will be recorded by term.

	School Based Action Steps	Benchmarks		
		what	by whom	how often
3. Ensure a safe and nurturing learning environment for all students.	During the last block of the day, students will all be provided opportunity to participate in Make-up Mondays during which time all teachers and specialists will be available for students to make up any missed work. Elective offerings will include homework help to which students may be assigned voluntarily, by parent, or by teacher request. Credit recovery will be assigned to each student who fails an academic subject for the term. The student will be reassigned upon satisfactory completion of missing or failing work from the previous term as long as he or she is currently passing that class.	Work will be graded by the content teacher, grades for the previous term will be changed by the principal with the consent of the teacher. This will be monitored by the end of the year failure list and infinite campus	Guidance counselor and principal will monitor.	Yearly
	Students who score 95% or better on any test or quiz or increase their scores by 10 points, will be recognized on the announcements and be given stickers on a chart posted in the lobby.	Incentive charts and recognition for each students achievement	teachers - principal	daily

## Community Engagement

*The Brockton Public Schools will engage families and the community at large by communicating in linguistically and culturally appropriate ways to support the academic, social, and behavioral success of students.*

### District Strategic Objective

**VI. Support and expand outreach and engagement with parents, family and community.**

### Data Analysis

Currently we have 260 parents receiving our biweekly newsletter in both French and English. This means approximately 200 families are not receiving regular communication from the school electronically.

### Attainment Goal

If the Ashfield Middle School increase the number of families receiving the parent newsletter by 20% and the letter is translated into Haitian Creole along with French and English then more students and families will participate in school sponsored events.

### Action Plan

District Based Initiative	School Based Action Steps	Benchmarks		
		what	by whom	how often
<b>Develop and implement a system to use community and school partnerships to ensure every parent and community member:</b> <input type="checkbox"/> understands the importance of academic achievement <input type="checkbox"/> knows specific ways they can help their child become a successful student <input type="checkbox"/> knows (and understands why) a range of specific strategies they can use at home to help their children in their learning	Slips requesting parent emails will be sent out not only at the beginning of the year but classroom teachers will check for email address updates from homes at the start of each term in order to create an inclusive list.	Increase number of names on the list by 20%.	Principal will monitor.	By Term
	The parent newsletter will be translated in Haitian Creole for each issue.	100% translated to Creole.	Principal will translate and monitor	Bi-weekly
	The parent newsletter will include information about academic programs and homework resources, upcoming academic opportunities and updates on student achievements and activities.	8-10 items per newsletter	Principal will create and monitor	Bi-weekly