



## 2016 - 2017 School Improvement Plan

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**Introduction:**

The CMS 2016-2017 School Improvement Plan includes S.M.A.R.T. goals intended to improve growth and achievement among CMS students, professional practice among staff, and community and climate for all. We will continue to use data to inform practice in order to design and implement interventions to help our learners. Our focus on climate, for both students and adults, will lead to a positive educational environment.

**Goal 1: Growth and Achievement**

**CMS SMART GOAL 1: Growth and Achievement**

By June 2017, students in grades 6-8 will master critical academic standards at each grade level and subject.

<b>Key Actions</b>	<b>Process Benchmarks</b>	<b>Outcome Benchmarks</b>
Refine use of student performance data to guide interventions and revision/development of differentiated curriculum (units and lessons) that lead to improved learning for all students.	Individually and in teams, teachers analyze summative and formative common assessment data, and respond through the following, based on results:  -Grade level and/or department collaboration and lesson/unit planning  -Overall curriculum revisions to differentiate units and lessons by readiness, interest, and/or learning style	At least 80% of 6-8 students <b>not meeting benchmark</b> as of Fall 2016 will score an average of 80% or higher, or show at least moderate growth, in all academic subject areas on summative common assessments of critical knowledge and skills.  Students in grades 6-8 receiving special education services achieve at least 90% of the goals on IEPs and this subgroup will meet the Level 1 performance target on PARCC/MCAS.

	<p>-Individualized adjustments to practice to meet the needs of all students</p> <p>-Design and implement new enrichment electives.</p>	<p>At least 85% of 6-8 students at each grade level score at level 4 or 5 and/ or 40% Student Growth Percentile on ELA PARCC/MCAS.</p> <p>At least 80% of 6-8 students at each grade level score level 4 or 5 and/or 40% Student Growth Percentile on Math PARCC/MCAS.</p> <p>For students in grades 6-8, average year-end report card grades on academic assessments are <math>\geq 80\%</math>.</p>
Implement RTI in English and math	<p>LLI is part of the 6<sup>th</sup> and 7th grade program; students identified as at-risk based on predetermined measures will be enrolled. LLI strategies will also be implemented in special education through Literacy Strategies, and 8th grade DLA as appropriate.</p> <p>Additional teachers attend training summer 2016</p> <p>Incorporate RtI program pilot into Math Strategies course; iReady software will be implemented for progress-monitoring.</p>	<p>Increased summative assessment scores and report card grades in English and math for those students enrolled in RTI programming: 80% average summative common assessment scores and report card grades and/or at least moderate growth.</p>
Through more effective service delivery and collaboration among staff our high needs population will demonstrate greater growth.	<p>Restructure the scheduling of Learning Centers and in-class support.</p> <p>LLI strategies will be incorporated into reading comprehension and fluency instruction.</p> <p>iReady software will be implemented for</p>	<p>At least 80% of 6-8 students <b>not meeting benchmark</b> as of Fall 2016 will score an average of 80% or higher, or show at least moderate growth, in all academic subject areas on summative common assessments of critical knowledge and skills.</p> <p>In grades 6-8, the special education subgroup will meet the Level 1 performance target on</p>

	<p>progress-monitoring.</p> <p>Special educators will collaborate with their general education counterparts.</p> <p>Metco achievement program will include at-risk students of various demographics.</p>	PARCC/MCAS.
Evaluate the the new schedule and consider adjustments to improve its structure.	<p>The Teaching and Learning Team, with input from faculty, evaluate the current schedule model related to student learning needs.</p> <p>Survey designed to be administered to faculty and staff by December 2016.</p>	<p>By February, 2017, adjustments recommended by survey responses are reviewed by the principal and Teaching and Learning Team members, and incorporated into schedule planning for upcoming school year as appropriate.</p> <p>Preliminary 2017-18 student schedules will be published before the end of the 2016-2017 school year.</p>

## Goal 2: Professional Practice

**CMS SMART GOAL 2: Professional Practice**

During the 2016-2017 school year, CMS principal, assistant principal, department chairs and teachers will refine components of instructional practice in order to achieve improved results in student learning.

<b>Key Actions</b>	<b>Process Benchmarks</b>	<b>Outcome Benchmarks</b>
<p>Administrators and teachers will continue development of collaborative inquiry for the purpose of improving student growth and achievement through revised curriculum and instruction.</p>	<p>Administrators and teachers practice collaborative inquiry during grade level and department meetings using common formative and summative assessment data.</p> <p>Grade level and/or department collaboration and lesson/unit planning</p>	<p>Process for data collection and analysis in all subject areas.</p> <p>Assessment data is used to inform RtI process as well as enrichment opportunities for students.</p>
<p>Differentiated Instruction strategies are employed in unit and lesson planning.</p>	<p>Overall curriculum revisions to differentiate units and lessons by readiness, interest, and/or learning style</p> <p>Individualized adjustments to practice to meet the needs of all students.</p> <p>Math teachers continue to revise Independent math curriculum and pilot extension modules allowing students demonstrating mastery of concepts to deepen learning.</p>	<p>Curriculum maps articulate differentiated lessons.</p> <p>All math units include extension modules integrated into each unit.</p>

<p>Science department members will revise the curriculum, piloting new programs and aligning with the new MA science curriculum frameworks.</p>	<p>Amplify online science program will be piloted in selected units in each grade level.</p> <p>Science curriculum redesigned to follow a spiral format.</p>	<p>Pilot year completed, and program identified for implementation or additional pilot needs articulated.</p>
<p>Identify a continuum for digital citizenship curriculum across all grade levels.</p>	<p>Identify a working group to review curriculum and examine alignment with current curriculum in applicable subjects and/or the CMS Stands Together anti-bullying program..</p> <p>Create implementation timeline and vision for digital citizenship goals</p>	<p>Identification of specific skills and concepts that align with integration of digital citizenship.</p> <p>Articulated implementation timeline including a vision for digital citizenship goals.</p>

## Goal 3: Community and School Climate

**CMS SMART GOAL 3: Community and School Climate**

During the 2016-2017 school year, CMS will improve school climate and citizenship through increased student responsibility and participation in the community.

<b>Key Actions</b>	<b>Process Benchmarks</b>	<b>Outcome Benchmarks</b>
<p>Continue momentum from 2015-16: Expand and connect community and citizenship experience for students through Student Leaders, Peer Mentors, Peer Tutors, the METCO Achievement program, and CMS Stands Together with increased focus on positive community action and support.</p>	<p>Houses focus on community building through House huddles and integrated approach with our community organizations: Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together.</p> <p>Subgroup of 8 students who attended IDEAS diversity conference lead activities based on their diversity training as part of CMS Stands Together.</p> <p>Faculty PLC researches models for an advisory program.</p>	<p>Students report connection to at least one adult.</p> <p>Student involvement in Student Leaders, Peer Mentors, Peer Tutors, and CMS Stands Together increases.</p> <p>Decision is made about implementation of an advisory program in 2017-2018.</p>

## Goal 4: Community and School Climate

**CMS SMART GOAL 4: Community and School Climate**

During the 2016-2017 school year, CMS administration will integrate a new administrative team and structure to effectively support teaching and learning at CMS.

Key Actions	Process Benchmarks	Outcome Benchmarks
Interim principal and assistant principal integrate our school to effectively support staff and students; faculty and administration work together to articulate a shared vision.	<p>Assistant Principals attend House meetings and lunch periods on a regularly scheduled basis.</p> <p>Principal and assistant principals increase time in classrooms and engaging with teachers.</p>	Increased satisfaction with school leadership as measured by feedback collected by administration.
Professional Learning Communities work during faculty meeting time to explore areas of interest related to the CMS program.	<p>Faculty time is designated for professional learning community options.</p> <p>PLCs determine objective or product for their joint work during the 2016-2017 school year.</p>	Faculty shares findings, and recommendations for CMS programs are integrated into future goals and curriculum where appropriate.