



## Charlton Middle School Improvement Plan 2022-2024

This plan was created with the help of our CMS School Council. The following individuals made up our council:

- ★ Lisa Gingras : Parent
- ★ Deborah Saper: Parent
- ★ Lori Richardson: Parent
- ★ Nicole Enberg: Parent
- ★ Erin Messier: Faculty
- ★ Kelly Belazos: Faculty
- ★ Loretta Andre : Faculty/Parent
- ★ Joe Rogalski: Faculty
- ★ Dean W. Packard: Principal

### **Mission Statement**

Charlton Middle School is committed to educational excellence and the success of every student. In order to ensure the social-emotional, physical and intellectual development of all children, we will provide a creative and nurturing environment. We recognize that each child is an individual and we strive to encourage each student to develop an intellectual curiosity and a thirst for discovery through modern and stimulating curricula.



SIP Goal #1: Strengthen the continuum of learning to provide access and opportunity for all students

Action Step	Person Responsible	Resources Needed	Measure for Success
Partner with Novak Consulting to begin training in Universal Design for Learning (UDL).	Assistant Superintendent	Budget line for PD	If we are successful in beginning implementation, we will see even greater increases in achievement scores on our universal assessments 3x per year
Create a schedule of staff meeting presentations to embed UDL and other inclusive practices	Principal and Staff	None	Success for this step would be meeting agendas that contain elements of follow through from PD at 6 out of 10 staff meetings during the year
Utilize a data team model along with the Student Support Team and Team Leaders to examine student achievement and benchmark data	Principal Assistant Principal Team Leaders Reading Teachers Special Education Staff	None	This step will be measured by agendas and meeting notes that document student progress discussions along with intervention plans
Create a specific set of expectations and look-fors of UDL and inclusive practices, including co-teaching and provide feedback	Principal Special Education Coordinator Teachers Staff	Educator Evaluation Look-For Templates	Documentation of feedback on observations is housed in Vector.

to teachers			
Strengthen the understanding and utilization of our District Curriculum Accommodation Plan (DCAP):	Principal and Special Education Coordinator Staff	None <a href="#">DCAP Plan</a>	Higher level of student engagement in class Increased level of student academic success Fewer referrals for special education testing

SIP Goal #2: Strengthen our current Multi-Tiered Systems of Support (MTSS) in place to improve academic and social emotional outcomes for all students

Action Step	Person Responsible	Resources Needed	Measure for Success
Use Student Support Team and Interdisciplinary Team connections around social emotional needs	Principal Assistant principal Student Support Team Classroom, Special Ed Teachers	Collaboration Time	Improved consistency with individual strategies and social-emotional outcomes for students
Utilize the full functionality of a universal tracking system with all staff to progress monitor data and supports for all students	Principal Teachers Student Support Team	Professional Development (PD) Time Meeting Follow Ups Faculty Meetings Student Support Meetings & Instructional Support Team (IST) Meeting Time	Success will be achieved when all teachers have access to the universal tracking system and full view of tiered intervention plans around student needs
Create opportunities for individualized and small group instructional support for all	Principal Student Support Team Team Leaders Teachers Student Council	None	Extra help logs Academic and Behavioral Intervention Plans Peer Mentoring Logs

students through the use of targeted interventions during Exploratory, after-school peer tutoring and creative help sessions with staff	National Junior Honor Society (NJHS) Members		Clear entrance and exit criteria
Create a system of PBIS supports and researched-based restorative practices to support all students	Principal Student Support Team Team Leaders Teachers	Planning Time	Potential revised “STEP” plan (Classroom level discipline) plan, Positive school culture and fewer registered disciplinary actions

**SIP Goal #3: Increase Family and Community Engagement**

Action Step	Person Responsible	Resources Needed	Measure for Success
Explore curriculum family workshops opportunities pertaining to middle level curriculum and age appropriate student needs	Principal Assistant Principal Student Support Team Team Leaders	None	Complete a minimum of two parent workshops throughout the school year
Provide opportunities for students to volunteer at various places in our community, including: Heritage and Charlton Elementary	Principal Assistant Principal Staff Student Council / NJHS Students	Community Outreach Social Media eNews Newsletters	Initiate a minimum of 12 volunteer opportunities throughout the year that will allow students to help improve their community
Provide opportunities for parent feedback	Principal Assistant Principal	None	Develop a minimum of 2 surveys and hold

throughout the year	Student Support Team Staff		at least one parent information night Coffee & Conversation
Create sustainable venues of social “media” broadcasts to sell our WHY and to tell our story relating to the student experiences within our school	Principal Students Staff Community Members	None	Increased higher level of transparency and understanding to our consumers: parents and caregivers to strengthen our Learning Community