

**Franklin Public Schools
Franklin, Massachusetts 02038**

Action Required

Subject: MS/HS School Improvement Plans **Date:** September 11, 2018

Dept: School Committee

Reason: Required Vote

Enclosure: yes

Recommendation:

School Improvement Plans

I recommend adoption of the following School Improvement Plans as presented:

- Annie Sullivan Middle School
- Horace Mann Middle School
- Remington Middle School
- Franklin High School

Action Requested of the School Committee:

Majority vote of the School Committee is required.

<u>Vote Tabulator</u>	
A. Bergen: Y / N	D. Schultz: Y / N
C. Douglas: Y / N	MJ Scofield: Y / N
D. Feeley: Y / N	G. Zub: Y / N
M. Linden: Y / N	Action: _____

ANNIE SULLIVAN MIDDLE SCHOOL SCHOOL
SCHOOL IMPROVEMENT PLAN
2018-19

VISION			
The Franklin Public Schools will foster within its students the knowledge and skills to find and achieve satisfaction in life as productive global citizens.			
THEORY OF ACTION			
If we nurture a safe, supportive, inclusive, and collaborative learning environment; provide children with an engaging and rigorous curriculum with exemplary instructional practices that support and challenge students to reach their full potential through personalized learning opportunities; and engage the community in effective two-way communication in order to support student learning, then each Franklin student will develop the necessary social-emotional, academic, and career skills to be a productive citizen in an ever-changing world.			
STRATEGIC OBJECTIVES			
I. Social-Emotional Well-being of Students and Staff To help students develop connections to school, support positive behaviors and increase academic achievement, the Franklin Public Schools will enhance programs and practices, and promote the well-being of staff, in order to enable each student to acquire the knowledge, attitudes, and skills associated with the core competencies for social-emotional learning.	II. Engaging and Rigorous Curriculum To ensure that students are provided with rigorous learning opportunities that foster the development of the knowledge, skills, and dispositions they will need in their future college, career, and civic endeavors, the Franklin Public Schools will offer an engaging and rigorous curriculum that focuses on preparing students for a rapidly changing, technologically advanced, globally interdependent future.	III. High-Quality Instruction to Meet the Academic and SEL Needs of Each Learner To ensure that each student is supported and challenged to reach their full potential, the Franklin Public Schools will align curriculum, instructional practices, and varied assessment opportunities to personalize learning and meet individual needs.	Effective Two-Way Communication to Support Student Learning To ensure that all stakeholders are engaged with the school community in support of student achievement, the Franklin Public Schools will seek to enhance opportunities for two-way communication between and among all students, families, staff, administrators, and the community.
STRATEGIC INITIATIVES			
<ul style="list-style-type: none">Continue to implement Responsive Classroom Program (year 3)<ul style="list-style-type: none">Year 3 cohort to attend full professional development trainingAdmin to attend one-day overview courseDevelop school based PD plan to train remaining teachers and support school wide implementationContinue implementation of A World of Difference Peer Leader Program (year 2)<ul style="list-style-type: none">Train second cohort of Peer Leaders to support an inclusive and culturally responsive school environment.Continue professional development focused on promoting reflection, feedback, conflict management and problem solving, and improving communication.<ul style="list-style-type: none">ADL's A World of Difference staff training (PD half days)Collaborate with Remington, Horace Mann and ADL throughout the year to ensure	<ul style="list-style-type: none">Support full implementation of STEMscopes curriculum in Science for grades 6-8.Implement Illustrative Math for grades 6-8.Continue implementation of Keys to Literacy through the utilization of school based Literacy Coaches and KTL consultantParticipate in District wide H/SS Curriculum Team to plan for implementation of new frameworks.Continue to refine strategies for the implementation of 1:1 Chromebook technology for students.Calibrate existing cultural enrichment programming among middle schools to ensure quality, connections to the curriculum and to provide equitable experiences for all middle school students<ul style="list-style-type: none">FootlightersField tripsCultural programsCharacter education programs	<ul style="list-style-type: none">Calibrate existing cultural enrichment programming among middle schools to ensure quality, connections to the curriculum and to provide equitable experiences for all middle school students<ul style="list-style-type: none">FootlightersField tripsCultural programsCharacter education programsBullying prevention programsSupport full implementation of STEMscopes curriculum in Science for all three gradesImplement Illustrative Math for all three gradesContinue to implement professional development with Responsive Classroom Training (year 3) for remaining, untrained teachersContinue professional development focused on promoting reflection, feedback, conflict management and problem solving, and improving communication.<ul style="list-style-type: none">ADL's A World of Difference staff training (PD half days)Evaluate existing continuum of services and	<ul style="list-style-type: none">Utilization of social media to encourage visits to the new school websiteContinue to hold PCC and School Council Meetings<ul style="list-style-type: none">Collaborate to support parents and families on the signs of student stress, anxiety, and offer strategies that will help support their childrenBrainstorm best communication practices between families and schools in order to develop a two-way communication planContinue electronic communication - school wide and team based - regarding academic programs and initiatives<ul style="list-style-type: none">Monthly Sully's Salutations NewsletterTeam websites/newslettersAnimoto SlideshowsGoogle ClassroomAspen updatesReGroupSocial Media

<p>continuity of program</p> <ul style="list-style-type: none">• Continue to develop, design and implement Developmental Guidance programs and lessons at the middle level<ul style="list-style-type: none">◦ Facilitate third annual Mental Health Awareness Day for all students and staff◦ Calibrate lesson implementation across grade levels and teams (e.g. Flex, Team Time, etc.)◦ Continue to implement the Signs of Suicide program as a component of the wellness curriculum in grade 7• Provide staff with opportunities to focus on their overall well-being and self-care<ul style="list-style-type: none">◦ Reach out to the parent community to seek expertise to support teacher's self-care◦ Bring in resources from the community to support teachers• Explore Core Values work with the ASMS community. ASMS Peer Leaders will lead this initiative with the guidance of their Advisors.• Monitor student attendance trends and, when needed, create individual student plans that utilize available resources within the district and community to support students and parents.	<ul style="list-style-type: none">◦ Bullying prevention programs	<p>opportunities for personalized learning across middle schools and calibrate Multi-Tiered Support Systems (MTSS).</p> <ul style="list-style-type: none">• Continue implementation of Keys to Literacy through the utilization of school based Literacy Coaches and KTL consultant.• Continue working with ELA department in analysis of specific curricular areas of growth as identified by MCAS results. (Year 2)• Implement ELA model (as referenced above) with science department (Year 1)• Implement a new Unified Arts schedule that allows for more collaboration with one another, academic teams and administration, This new schedule will also provide more opportunities for individualized instruction	<ul style="list-style-type: none">• Continue to hold community events such as fall Open House, incoming 6th Grade parent information night, Evening With the Arts, Parent Conferences, etc.• Continue to hold Parent/Teacher Conferences<ul style="list-style-type: none">◦ Implement Student-Led Conference in 8th grade during the 2018-2019 school year. (Piloted in 7th grade in 2017-2018 school year)• Present and participate at School Committee meetings
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HORACE MANN MIDDLE SCHOOL SCHOOL
SCHOOL IMPROVEMENT PLAN
2018-19

VISION			
The Franklin Public Schools will foster within its students the knowledge and skills to find and achieve satisfaction in life as productive global citizens.			
THEORY OF ACTION			
CORE VALUES <ul style="list-style-type: none">• Social-Emotional Development• Safe and Inclusive School Culture• High Expectations for Student Success• Collaborative Community	If we nurture a safe, supportive, inclusive, and collaborative learning environment; provide children with an engaging and rigorous curriculum with exemplary instructional practices that support and challenge students to reach their full potential through personalized learning opportunities; and engage the community in effective two-way communication in order to support student learning, then each Franklin student will develop the necessary social-emotional, academic, and career skills to be a productive citizen in an ever-changing world		
STRATEGIC OBJECTIVES			
Social-Emotional Well-being of Students and Staff To help students develop connections to school, support positive behaviors, and increase academic achievement, the Franklin Public Schools will enhance programs and practices, while promoting the well-being of staff, to enable each student to acquire the knowledge, attitudes, and skills associated with the core competencies for social-emotional learning.	Engaging and Rigorous Curriculum To ensure that students are provided with rigorous learning opportunities that foster the development of the knowledge, skills, and dispositions they will need in their future college, career, and civic endeavors, the Franklin Public Schools will offer an engaging and rigorous curriculum that focuses on preparing students for a rapidly changing, technologically advanced, globally interdependent future.	High-Quality Instruction to Meet the Academic and SEL Needs of Each Learner To ensure that each student is supported and challenged to reach their full potential, the Franklin Public Schools will align curriculum, instructional practices, and varied assessment opportunities to personalize learning and meet individual needs	Effective Two-Way Communication to Support Student Learning To ensure that all stakeholders are engaged with the school community in support of student achievement, the Franklin Public Schools will enhance opportunities for two-way communication between and among all students, families, staff, administrators, and the community.
STRATEGIC INITIATIVES			
<ul style="list-style-type: none">• Continue to implement Responsive Classroom Program (year 3)<ul style="list-style-type: none">◦ Year 3 cohort to attend full professional development training◦ Admin to attend one-day overview course◦ Develop school based PD plan to train remaining teachers and support school wide implementation• Continue implementation of A World of Difference Peer Leader Program (year 2)<ul style="list-style-type: none">◦ Train second cohort of Peer Leaders to support an inclusive and culturally responsive school environment.◦ Continue professional development focused on promoting reflection, feedback, conflict management and problem solving, and improving communication.<ul style="list-style-type: none">■ ADL’s A World of Difference staff training (PD half days)◦ Collaborate with Remington, Annie Sullivan	<ul style="list-style-type: none">• Support full implementation of STEMscopes curriculum in Science for grades 6-8.• Implement Illustrative Math for grades 6-8.• Continue implementation of Keys to Literacy through the utilization of school based Literacy Coaches and KTL consultant<ul style="list-style-type: none">◦ Calibrate KTL writing strategies, assignments and rubrics across grade levels through the use of a shared folder system.◦ Identify effective protocols for analyzing student work• Participate in District wide H/SS Curriculum Team to plan for implementation of new frameworks.• Continue to refine strategies for the implementation of 1:1 Chromebook technology for students• Calibrate existing cultural enrichment programming among middle schools to	<ul style="list-style-type: none">• Calibrate existing cultural enrichment programming among middle schools to ensure quality and equitable experiences for all middle school students<ul style="list-style-type: none">◦ A World of Difference Peer Leader Program◦ Cultural programs/Field trips◦ Character Education programs◦ Bullying Prevention programs◦ Footlighters• Support full implementation of STEMscopes curriculum in Science for grades 6-8.• Implement Illustrative Math for grade 6-8.• Continue to implement Responsive Classroom Training (year 3) by professional development to any remaining untrained teachers• Continue professional development focused on promoting reflection, feedback, conflict management and problem solving, and improving communication.<ul style="list-style-type: none">◦ ADL’s A World of Difference staff training (PD half days)• Evaluate existing continuum of services and	<ul style="list-style-type: none">• Continue to hold PCC and School Council Meetings<ul style="list-style-type: none">◦ Collaborate to support parents and families on the signs of student stress, anxiety, and offer strategies that will help support their children◦ Brainstorm best communication practices between families and schools in order to develop a two-way communication plan• Continue electronic communication - school wide and team based - regarding academic programs and initiatives<ul style="list-style-type: none">◦ School Websites◦ Horace Mann Happenings!◦ Team websites/newsletters◦ Google Classroom◦ Aspen updates◦ ReGroup

<p>and ADL throughout the year to ensure continuity of program</p> <ul style="list-style-type: none">• Continue to develop, design and implement Developmental Guidance programs and lessons at the middle level<ul style="list-style-type: none">◦ Facilitate third annual Mental Health Awareness Day for all students and staff◦ Calibrate lesson implementation across grade levels and teams (e.g. Flex, Team Time, etc.)◦ Continue to implement the Signs of Suicide program as a component of the wellness curriculum in grade 7• Provide staff with opportunities to focus on their overall well-being and self-care<ul style="list-style-type: none">◦ Reach out to the parent community to seek expertise to support teachers' self-care◦ Identify community resources to support teachers' self-care• Monitor student attendance trends and, when needed, create individual student plans that utilize available resources within the district and community to support students and parents.• Explore Core Values with the HMMS school faculty. This work will include self-assessment, re-defining our core values, and creating a plan to communicate those values to all other community stakeholders (e.g. students, parents, district).	<p>ensure quality, connections to the curriculum and to provide equitable experiences for all middle school students</p> <ul style="list-style-type: none">◦ A World of Difference Peer Leader Program◦ Cultural programs/Field trips◦ Character Education programs◦ Bullying Prevention programs◦ Footlighters	<p>opportunities for personalized learning across middle schools and calibrate Multi-Tiered Support Systems (MTSS).</p> <ul style="list-style-type: none">• Continue implementation of Keys to Literacy through the utilization of school based Literacy Coaches and KTL consultant.• Continue working with the ELA department in analysis of specific curricular areas of growth as identified by MCAS results. (Year 2)	<ul style="list-style-type: none">◦ Social Media -utilize social media to encourage visits to the new school website <ul style="list-style-type: none">• Continue to hold community events such as fall Open House, Incoming 6th Grade Parent Night, STEAM night, Geography and World Culture Night, etc.• Continue to hold Parent/Teacher Conferences with a focus on improving effectiveness of Student-Led Conferences.• Present and participate at School Committee meetings.• Develop a communication forum for HMMS staff using Google Classroom to share weekly admin updates, resources and timely articles.• Establish/re-establish leadership teams within the HMMS school faculty and identify roles and responsibilities within those teams.
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REMINGTON MIDDLE SCHOOL
SCHOOL IMPROVEMENT PLAN
2018-2019

VISION			
The Franklin Public Schools will foster within its students the knowledge and skills to find and achieve satisfaction in life as productive global citizens.			
THEORY OF ACTION			
If we nurture a safe, supportive, inclusive, and collaborative learning environment where all stakeholders are engaged and take ownership of their role in teaching and learning and there is a broad, rigorous curriculum, exemplary instructional practices, and culture of feedback and reflection regarding student performance, then all Franklin students will develop the necessary social emotional, academic and career skills to be productive global citizens in an ever-changing world.			
STRATEGIC OBJECTIVES			
Social-Emotional Well-being of Students and Staff To help students develop connections to school, support positive behaviors and increase academic achievement, the Franklin Public Schools will enhance programs and practices to enable all students to acquire the knowledge, attitudes, and skills associated with the core competencies for social-emotional learning.	Engaging and Rigorous Curriculum To ensure that students are provided with rigorous learning opportunities that foster the development of the knowledge, skills, and dispositions they will need in their future college, career, and civic endeavors, the Franklin Public will develop an engaging and rigorous curriculum that focuses on preparing students for a rapidly changing, technologically advanced, globally interdependent future .	High-Quality Instruction to Meet the Academic and SEL Needs of Each Learner To ensure that each student is supported and challenged to reach their full potential, the Franklin Public Schools will align curriculum, instructional practices, and varied assessment opportunities to personalize learning and meet individual needs.	Effective Two-Way Communication to Support Student Learning To ensure that all stakeholders are engaged with the school community in support of student achievement, the Franklin Public Schools will seek to enhance opportunities for two-way communication between and among all students, families, staff, administrators, and the community.
STRATEGIC INITIATIVES			
<ul style="list-style-type: none">Continue to implement Responsive Classroom Program (year 3)<ul style="list-style-type: none">Year 3 cohort to attend full professional development trainingAdmin to attend one-day overview courseDevelop school based PD plan to train remaining teachers and support school wide implementationContinue implementation of A World of Difference Peer Leader Program (year 2)<ul style="list-style-type: none">Train second cohort of Peer Leaders to support an inclusive and culturally responsive school environment.Continue professional development focused on promoting reflection, feedback, conflict management and problem solving, and improving communication.<ul style="list-style-type: none">ADL's A World of Difference staff training (PD half days)Collaborate with Horace Mann, Annie Sullivan and ADL throughout the year to ensure continuity of programContinue to develop, design and implement	<ul style="list-style-type: none">Support full implementation of STEMscopes curriculum in Science for grades 6-8.Implement Illustrative Math for grades 6-8.Continue implementation of Keys to Literacy through the utilization of school based Literacy Coaches and KTL consultant<ul style="list-style-type: none">Calibrate KTL writing strategies, assignments and rubrics across grade levels through the use of a shared folder system.Collaborate with KTL Coaches to define next steps of implementation of KTL.Participate in District wide H/SS Curriculum Team to plan for implementation of new frameworks.Continue to refine strategies for the implementation of 1:1 Chromebook technology for studentsCalibrate existing cultural enrichment programming among middle schools to ensure quality connections to the curriculum	<ul style="list-style-type: none">Calibrate existing cultural enrichment programming among middle schools to ensure quality and equitable experiences for all middle school students<ul style="list-style-type: none">A World of Difference Peer Leader ProgramCultural programs/Field tripsCharacter Education programsBullying Prevention programsFootlightersSupport full implementation of STEMscopes curriculum in Science for grades 6-8.Implement Illustrative Math for grade 6-8.Continue to implement Responsive Classroom Training (year 3) by professional development to any remaining untrained teachersContinue professional development focused on promoting reflection, feedback, conflict management and problem solving, and improving communication.<ul style="list-style-type: none">ADL's A World of Difference staff training (PD half days)Evaluate existing continuum of services and opportunities for personalized learning across middle schools and calibrate Multi-Tiered Support Systems (MTSS).	<ul style="list-style-type: none">Utilization of social media to encourage visits to the new school websiteContinue to hold PCC and School Council Meetings<ul style="list-style-type: none">Collaborate to support parents and families on the signs of student stress, anxiety, and offer strategies that will help support their childrenBrainstorm best communication practices between families and schools in order to develop a two-way communication planContinue electronic communication - school wide and team based - regarding academic programs and initiatives<ul style="list-style-type: none">School WebsiteRemdawg NewsTeam websites/newslettersGoogle ClassroomAspen updatesReGroupSocial Media - to encourage use of new school website

<p>Developmental Guidance programs and lessons at the middle level</p> <ul style="list-style-type: none">○ Facilitate annual Mental Health Awareness Day for all students and staff○ Calibrate lesson implementation across grade levels and teams (e.g. Flex, Team Time, etc.)○ Continue to implement the Signs of Suicide program as a component of the wellness curriculum in grade 7 <ul style="list-style-type: none">● Provide staff with opportunities to focus on their overall well-being and self-care<ul style="list-style-type: none">○ Reach out to the parent community to seek expertise to support teachers' self-care○ Identify community resources to support teachers' self-care● Monitor student attendance trends and, when needed, create individual student plans that utilize available resources within the district and community to support students and parents.● Continued focus on the use of Advisory time to provide supports in the area of SEL and student issues around growth and development.	<p>and to provide equitable experiences for all middle school students</p> <ul style="list-style-type: none">○ A World of Difference Peer Leader Program○ Cultural programs/Field trips○ Character Education programs○ Bullying Prevention programs○ Footlighters	<ul style="list-style-type: none">● Continue implementation of Keys to Literacy through the utilization of school based Literacy Coaches and KTL consultant.● Continue to explore the effective use of IST to support individual student needs● Review the current use of Advisory time and determine how to better implement supports in the area of SEL and student issues around growth and development● Work with student groups and staff to determine how to support the REMDAWG WAY in the classroom and throughout the school community <p><u>R</u>espect</p> <p><u>E</u>mpathy</p> <p><u>M</u>indfulness</p> <p><u>D</u>etermination</p> <p><u>A</u>cceptance</p> <p><u>W</u>orthiness</p> <p><u>G</u>ratitude</p>	<ul style="list-style-type: none">● Continue to hold community events such as Parent Teacher/ Student Led Conferences, Open House, incoming Sixth Grade parent information night, Fine and Performing Arts Festivals, Rising Stars, Grade 8 STEAM Night, etc.● Present and participate at School Committee meetings
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Franklin High School SCHOOL IMPROVEMENT PLAN 2018-19

VISION			
The Franklin Public Schools will foster within its students the knowledge and skills to find and achieve satisfaction in life as productive global citizens.			
THEORY OF ACTION			
If we nurture a safe, supportive, inclusive, and collaborative learning environment where all stakeholders are engaged and take ownership of their role in teaching and learning and there is a broad, rigorous curriculum, exemplary instructional practices, and culture of feedback and reflection regarding student performance, then all Franklin students will develop the necessary social emotional, academic and career skills to be productive global citizens in an ever-changing world.			
STRATEGIC OBJECTIVES			
<i>To help students develop connections to school, support positive behaviors and increase academic achievement, the Franklin High School will enhance programs and practices to enable all students to acquire the knowledge, attitudes and skills associated with the core competencies for social emotional learning.</i>	<i>To ensure that students are provided with rigorous learning opportunities that foster the development of the knowledge, skills, and dispositions they will need in their future college, career, and civic endeavors, the Franklin High School will develop an engaging and rigorous curriculum that focuses on preparing students for a rapidly changing, technologically advanced, globally interdependent future.</i>	<i>To ensure that each student is supported and challenged to reach their full potential, the Franklin High School will align curriculum, instructional practices, and varied assessment opportunities to personalize learning and meet individual needs.</i>	<i>To ensure that all stakeholders are engaged with the school community in support of student achievement, the Franklin High School will seek to enhance opportunities for two-way communication between and among all students, families, staff, administrators, and the community.</i>
STRATEGIC INITIATIVES			
<ul style="list-style-type: none"> Expand in scope and frequency the piloted advisory program. Continue to implement the World of Difference Program developed in the middle schools. Continue to implement and refine a Developmental Guidance program. Dedicate time during faculty meetings, professional development and Principal's Council in order to address strategies for the five competencies of SEL. Continue to develop strategies to identify and support students at risk with conjoined work of administration and Instructional Support Teams (IST). Provide outreach and education to parents and families on the signs of student stress, anxiety and offer strategies to support their children. Continue to develop and refine alternative programs such as STRIVE, Discover, Reach, and Pathways. 	<ul style="list-style-type: none"> Implement the Illustrative Math curriculum in Algebra I and Algebra II courses. Ensure that curriculum, instruction, and materials reflect an inclusive school environment. Continue implementation of alignment and instructional changes of new standards in: <ul style="list-style-type: none"> Social Studies Science Digital Literacy Implement the Portrait of a Graduate program in an effort to further our work at promoting 21st century learning. Continue aligning and refining curriculum maps, unit plans, and lesson plans with the Massachusetts Frameworks in all areas. Develop and implement a professional development series pertaining to the art and science of teaching. 	<ul style="list-style-type: none"> Continue to review grading practices at the high school level. <ul style="list-style-type: none"> Principal's Council will research, analyze, discuss, and implement effective grading practices Pilot grading systems throughout multiple grades and disciplines Analyze instructional strategies used and provide feedback and resources to teachers on current practices and methodologies to improve personalized learning to meet the needs of all students. Expand the New Teacher Academy to continue the work stemming from New Teacher Orientation and staff mentoring to better support new teachers as they grow professionally and become part of the FHS community. Conduct regular check ins with mentor/mentees and co-teaching pairs. Explore professional development opportunities for administrators and teachers to develop skills on fostering inclusive learning environments, cultural proficiency, and SEL. 	<ul style="list-style-type: none"> Explore professional development opportunities for administrators and teachers to develop skills on fostering inclusive learning environments and cultural proficiency. Continue to administer professional development focused on improving communication. Continue to develop and strengthen the degree to which FHS' instructional programs are driven by core values, shared beliefs about student learning and norms for decision making, communication, professional relationships, and problem solving. Conduct regular School Council meetings, providing an opportunity for various community stakeholders to communicate with building administration. Continue to write and archive bi-weekly parent communications and weekly staff communications.

		<ul style="list-style-type: none">• Continue to administer professional development focused on promoting reflection, feedback, conflict management and problem solving.	<ul style="list-style-type: none">• Continue to grow and develop FHS' social media presence across multiple platforms.
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