

# School Improvement Plan

## DMS

### 2023-2024



***“Where decisions are made in the best interest of our students.”***

**Dr. Paul Vieira, Superintendent**

**Bob O’Brien, Douglas Middle School Principal**

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# Douglas Public Schools

## Mission Statement

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. Decisions are made in the best interest of our students.

*-Approved by District-Wide Faculty and School  
Committee Vote – Sept. 2006*

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## **Douglas Middle School Vision**

### **2023-2024**

"To build an exceptionally strong and united community where every DMS individual feels a deep sense of belonging, actively participates, and collaborates to create a harmonious and thriving environment."

## **Douglas Middle School 2023-2024**

### **School Improvement Plan**

**Data Goal:** Douglas Middle School will develop and nurture a culture in which staff members are reflective about their practice and use of student data, current research, best practices and theory to continuously adapt instruction and achieve improved results. The Principal will model for educators how to be continually reflective about their practice and support educators as often as is feasible and appropriate to collaborate in teams around the effectiveness of a wide range of tasks related to instructional practice and student learning, including but not limited to implementing standards-based units and well-structured lessons, examining student work, and analyzing student performance and behavior. Educators will be empowered to use data, research, and best practices to adapt instruction to achieve improved results.

| Objective                                                                                                                                                                                                    | Strategies                                                                                                                                                                                                                                                                                                                                           | Resources                                                                                                                                                                                                         | Timeline                                                                                                                                                                                                                                                                                                        |
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| <p>By June, 2024, 100% of the students will score at or above grade level as measured with a score of 220 or higher in ELA and Math on the NWEA assessment. (Equivalent to a passing score on the MCAS.)</p> | <p>Using data, grade level teams will identify two areas in which there are gaps/deficiencies and develop a plan for each identified area and what is needed to achieve this goal.</p> <p>Data points will include: NWEA, middle, end of year as well as progress monitoring using grades, attendance, MTSS, and wrap around services as needed.</p> | <p>The following resources are needed in order to meet this goal:</p> <ul style="list-style-type: none"> <li>• Time</li> <li>• Data</li> <li>• Financial support (professional development, supplies).</li> </ul> | <p>By the end of January, following the mid-year benchmark assessments, the Douglas Middle School staff will analyze the student progress and revise strategies as needed.</p> <p>By June of 2024, a final report will be developed noting MTSS tier one and two strategies used and a plan moving forward.</p> |

**UDL(Universal Design for Learning) Goal:** Douglas Middle School will promote the learning and growth of all students by providing high-quality and rigorous instruction, analyzing student performance and growth data to improve instruction, and continuously refining learning objectives.

| Objective                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Resources                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Timeline                                                                                                                                                                   |
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| <p>By June, 2024, I will develop and implement a comprehensive professional development program for teachers, centered around Universal Design for Learning (UDL), resulting in increased integration of UDL strategies in classroom instruction.</p> <p>The success of the goal can be measured by assessing the number of teachers who actively participate in the professional development program, the level of understanding and application of UDL strategies demonstrated by teachers in their instructional practices, and the overall impact on student engagement, learning outcomes, and inclusivity</p> | <p>The goal is achievable given the resources and support available. The principal can collaborate with UDL experts, provide necessary training materials and resources, and allocate dedicated time for professional development sessions.</p> <p>UDL topics for each month will be addressed:</p> <p>August: Review of UDL</p> <p>Sept.: Look Fors</p> <p>Oct.: Unpacking Barriers</p> <p>Nov.: Engagement</p> <p>Dec.: Representation</p> <p>Jan.: Action and Expression</p> <p>Feb.: What have we learned</p> <p>Mar.: Follow up (Survey)</p> | <p>The following resources are needed in order to meet this goal:</p> <ul style="list-style-type: none"> <li>time during common planning, staff meetings, and Professional Development days.</li> <li><a href="https://www.marzanoresources.com/avanti">https://www.marzanoresources.com/avanti</a></li> <li><i>Better Than Carrots or Sticks Restorative Practices for Positive Classroom Management</i></li> </ul> <p>Smith, Fisher, Frey, 2015 ASCD</p> | <p>The goal is time-bound to be achieved by June, 2024, allowing sufficient time for planning, implementation, and evaluation of the professional development program.</p> |

## SEL (Social Emotional Learning) Goal :

Social and emotional learning (SEL) is an integral part of education and human development. SEL is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions. SEL advances educational equity and excellence through authentic school-family-community partnerships to establish learning environments and experiences that feature trusting and collaborative relationships, rigorous and meaningful curriculum and instruction, and ongoing evaluation. SEL can help address various forms of inequity and empower young people and adults to co-create thriving schools and contribute to safe, healthy, and just communities.

| Objective                                                                                                                                                                                                                              | Strategies                                                                                                                                                                                                    | Resources                                                                                                                                                                                                                                                                                                       | Timeline                                                                                                                                  |
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| <p>By June, 2024, teachers will focus on SEL topics to include during morning meetings:</p> <p>(See below)</p> <p>The goal will be measured by many walk-throughs during morning meeting times and used in the evaluation process.</p> | <p>Teachers will incorporate SEL lessons below into a daily morning meeting with SEL designated times twice per month.</p> <p><a href="https://edexcellencegroup.com/">https://edexcellencegroup.com/</a></p> | <p>It is realistic for staff to add more of these social emotional topics into their current morning meetings. Planning time for grade level teams will be necessary.</p> <p>Teachers will have collaborated with the SAC for monthly themes during CPT, staff meetings, and Professional Development Days.</p> | <p>By June of 2024, teachers will have developed new morning meeting slides and have used the Douglas Middle School's SEL curriculum.</p> |

### SEL Extended Homeroom Schedule

|               |             |            |     |       |
|---------------|-------------|------------|-----|-------|
| Minutes<br>35 | 7:25-8:00   | Extend     | HR  | SEL   |
| 38            | 8:02-8:40   | Block ____ |     |       |
| 38            | 8:42-9:20   | Block ____ |     |       |
| 38            | 9:22-10:04  | Block ____ |     |       |
| 40            | 10:06-10:46 | Block ____ |     |       |
| 30            | 10:48-11:18 | Block ____ | 1st | Lunch |
| 30            | 11:20-11:50 | Block ____ | 2nd | Lunch |
| 30            | 11:52-12:22 | Block ____ | 3rd | Lunch |
| 46            | 12:24-1:10  | Block ____ |     |       |
| 46            | 1:12-1:58   | Block ____ |     |       |

#### Notes:

- SEL lessons will be taught the first and third Monday of each month in an extended homeroom. Please take note of any changes due to holidays/vacations.
- Lessons have been labeled by week and grade for each month.
- Lessons can be found in the shared Google Drive labeled as “MIDDLE SCHOOL SEL LESSONS.”
- Numbered lessons can be found in the folder labeled “GRADE LEVEL LESSONS”.
- Lettered lessons can be found in the folder labeled “ADDITIONAL LESSONS - ANY GRADE.”

### PROPOSED SEL LESSON SEQUENCE:

**Grade 6 SEL Schedule:**

| <b>Day/Month</b>  | <b>Lesson Plan</b>                            | <b>Grade</b> |
|-------------------|-----------------------------------------------|--------------|
| October 2, 2023   | Lesson 8: Friendly vs. Mean Teasing           | 6            |
| October 16, 2023  | Lesson 9: Conflict Resolution                 | 6            |
| November 6, 2023  | Lesson 13: Problem Solving                    | 6            |
| November 20, 2023 | Lesson 14: Anger Management                   | 6            |
| December 4, 2023  | Lesson 15: Respect for Property/Belongings    | 6            |
| December 18, 2023 | Lesson 16: Coping Skills                      | 6            |
| January 2, 2024   | Lesson 25: Hold ‘em or Fold ‘em - Friendships | 6            |
| January 15, 2024  | Lesson 26: Leadership and School Involvement  | 6            |
| February 5, 2024  | Lesson D: Stress Management                   | 6            |
| March 4, 2024     | Lesson F: Developing Empathy                  | 6            |
| March 18, 2024    | Lesson J: Tolerance and Cliques               | 6            |
| April 1, 2024     | Lesson 27 A: Choose your ‘Tude Dude           | 6            |
| April 22, 2024    | Lesson 27 B: What’s in a Label                | 6            |
| May 6, 2024       | Lesson 28: Test-Taking Strategies             | 6            |
| May 20, 2024      | Lesson 29: Winning Attitude                   | 6            |
| June 3, 2024      | Lesson K: Summertime Planning & Activities    | 6            |

**Grade 7 SEL Schedule:**



| <b>Day/Month</b>  | <b>Lesson Plan</b>                              | <b>Grade</b> |
|-------------------|-------------------------------------------------|--------------|
| October 2, 2023   | Lesson 8: Teamwork                              | 7            |
| October 16, 2023  | Lesson 10: Conflict Resolution                  | 7            |
| November 6, 2023  | Lesson 14: Developing<br>Leaderships Skills     | 7            |
| November 20, 2023 | Lesson 15: Developing a Growth<br>Mindset       | 7            |
| December 4, 2023  | Lesson 16: Risk-Taking Behaviors                | 7            |
| December 18, 2023 | Lesson 20: Career Exploration                   | 7            |
| January 2, 2024   | Lesson 24: Balancing<br>Relationships           | 7            |
| January 15, 2024  | Lesson 26: Healthy Relationships                | 7            |
| February 5, 2024  | Lesson D: Stress Management                     | 7            |
| March 4, 2024     | Lesson F: Developing Empathy                    | 7            |
| March 18, 2024    | Lesson J: Tolerance and Cliques                 | 7            |
| April 1, 2024     | Lesson 27: Test-Taking Skills                   | 7            |
| April 22, 2024    | Lesson 28: Winning Attitude                     | 7            |
| May 6, 2024       | Lesson 29: Taking Responsibility<br>for Actions | 7            |
| May 20, 2024      | Lesson 30: Not Everyone Wins                    | 7            |
| June 3, 2024      | Lesson K: Summertime Planning<br>& Activities   | 7            |

**Grade 8 SEL Schedule:**

| <b>Day/Month</b>  | <b>Lesson Plan</b>                              | <b>Grade</b> |
|-------------------|-------------------------------------------------|--------------|
| October 2, 2023   | Lesson 8: Harassment                            | 8            |
| October 16, 2023  | Lesson 9: Conflict Mediation                    | 8            |
| November 6, 2023  | Lesson 15: Linking Careers to Education         | 8            |
| November 20, 2023 | Lesson 15 A: Career Exploration                 | 8            |
| December 4, 2023  | Lesson 16: Skilled versus Professional Pathways | 8            |
| December 18, 2023 | Lesson 17: My 8th Grade Plan                    | 8            |
| January 2, 2024   | Lesson 20: Safe Healthy Relationships           | 8            |
| January 15, 2024  | Lesson 25: Stereotyping                         | 8            |
| February 5, 2024  | Lesson D: Stress Management                     | 8            |
| March 4, 2024     | Lesson F: Developing Empathy                    | 8            |
| March 18, 2024    | Lesson J: Tolerance and Cliques                 | 8            |
| April 1, 2024     | Lesson 27: Test-Taking Skills                   | 8            |
| April 22, 2024    | Lesson 30: Balancing Leisure/Work               | 8            |
| May 6, 2024       | Lesson 31: Rumors/Reputation                    | 8            |
| May 20, 2024      | Lesson 34: Starting with a Clean Slate          | 8            |
| June 3, 2024      | Lesson K: Summertime Planning & Activities      | 8            |

**School Improvement Goal: (School to School Connection ) :** The Douglas Middle School cultivates a school wide commitment to developing age-appropriate

social emotional competencies in all students as they progress academically (self-awareness, self-management, social awareness, relationship skills, and responsible decision-making) by providing supports and resources.

Develop a relationship between DMS grade 6 students and the Primary School kindergarten class.

Students will meet 4-5 times a year: Oct., Dec., Feb., April, and possibly June.

| Objective                                                                                                                                                                                                                                           | Strategies                                                                                                                                                                                                            | Resources                                                                                                                                                                                                                                                                    | Timeline                                                                 |
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| To establish a partnership between Kindergarten at the Primary School and the 6 <sup>th</sup> grade at the Middle School that will allow the 6 <sup>th</sup> grade students to interact with, mentor, teach, and support the kindergarten students. | <p>The Middle School will:<br/>Match 6<sup>th</sup> grade students with kindergarten students to establish a partnership/buddies</p> <p>Create a schedule that allows the buddies to interact 4-5 times per year.</p> | <p>Grade 6 n students will connect with their kindergarten buddies during various times throughout the year such as:</p> <ul style="list-style-type: none"><li>· Lunch groups</li><li>· STEAM Days</li><li>· Math games</li><li>· Reading Buddies</li><li>· Recess</li></ul> | This collaboration will take place throughout the 2023-2024 school year. |