

JOHN J. AHERN MIDDLE SCHOOL

SCHOOL IMPROVEMENT PLAN

2023-2024



SCHOOL COUNCIL MEMBERS:

KERRY FRAZIER, PRINCIPAL
ZACK D'ORSI, FACULTY REPRESENTATIVE
KIRSTEN HOWDEN, FACULTY REPRESENTATIVE
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CARRIE WESTON, PARENT REPRESENTATIVE
KRISTY YANKEE, PARENT REPRESENTATIVE

**FOXBOROUGH PUBLIC SCHOOLS****District Plan Overview
Plan for Success 2020-2025****MISSION**

The mission of the Foxborough Public Schools, guided by its core values and in collaboration with the community, is to engage all students in a safe and inclusive learning environment with rich, intellectual, artistic, and character-building educational experiences which empower them to become healthy, productive, and responsible leaders, innovators, and global citizens.

VISION

The Foxborough Public Schools will inspire all students to succeed in and contribute to an ever-changing global society by fostering dynamic, equitable, and integrated learning experiences.

CORE VALUES

- Challenging and innovative educational experiences promote academic excellence by meeting the diverse needs of all students in ways that engage them in their learning.
- A safe, supportive, and collaborative environment fosters positive attitudes among students and school staff.
- Relationships built on mutual respect and kindness among parents, teachers, town organizations, residents and the entire school community ensure a quality education, and are cultivated by ongoing communication and shared resources
- Embracing the diversity and dignity of individuals and cultures enriches learning and supports the development of responsible citizenship.

THEORY OF ACTION

If we provide a safe, secure, supportive, responsive, and innovative learning environment for all students and staff; provide opportunities for educators to collaborate and create common, equitable learning experiences; provide the necessary supports to ensure healthy minds and healthy bodies for all members of the school community; and foster and strengthen the respect and actions of staff, students, and families to celebrate diversity, ensure equity, and practice universal inclusion, then our students will succeed in and contribute to an ever-changing global society, by fostering dynamic and integrated learning experiences.

PILLARS OF OUR WORK			
Facilities & Infrastructure	Teaching, Learning, & Pedagogy	Well-being	Diversity, Equity, & Inclusion
STRATEGIC OBJECTIVES			
1. Provide a safe, secure, supportive, responsive, and innovative learning environment for all students and staff.	2. Provide opportunities for educators to collaborate and create common, equitable learning experiences.	3. Provide the necessary supports to ensure healthy minds and healthy bodies for all members of the school community.	4. Foster and strengthen the respect and actions of staff, students, and families to celebrate diversity, ensure equity, and practice universal inclusion.
STRATEGIC INITIATIVES			
1.1 Maintain innovative and physically safe schools by implementing best practices and preventative measures.	2.1 Develop and implement district-wide, consistent Multi-Tiered Systems of Support to ensure equitable opportunities for all learners.	3.1 Assess the district or school's current SEL Programs and practices to evaluate their quality and build from strengths.	4.1 Identify ways to diversify hiring practices using an equity lens.
1.2. Develop a committee to evaluate infrastructure and make recommendations based on current and future teaching and learning	2.2 Align and create common curriculum documents for all grades and content areas that include opportunities for inquiry-based learning with real-world connections and appropriate rigor.	3.2 Develop and implement district wide consistent SEL assessments/screener to inform/drive SEL curriculum, instruction, and related PD.	4.2 Sustain & expand DEI initiatives that enable students, families, and staff to experience the freedom of full expression through the lens of compassion, connection, & diversity.
1.3 Develop a sustainability plan for technology supports, teaching and learning.	2.3 Identify, administer, and utilize data from Universal Screening tools, such as for a dyslexia screening.	3.3 Build systems to provide ongoing embedded professional development in social, emotional and physical support for all stakeholders.	4.3 Ensure all adults have the skills & knowledge to meet the changing student population/demographics through ongoing professional development by continuing to focus on cultural proficiency and celebrate diversity.
	2.4 Develop, implement, and utilize standards-based common assessments.	3.4 Link evidence-based SEL programs and practices with student-centered curriculum, instruction and environments.	

AHERN MIDDLE SCHOOL OUTCOMES

Pillar 1: Facilities & Infrastructure: Provide a safe, secure, supportive, responsive, and innovative learning environment for all students and staff.

- Conduct Safety Audit of School Facilities and Grounds (FFD, FPD, B&G)
- Collaborate with outside consultants to conduct safety and threat assessment of school
- Reimagine the Library/Media Center
- Explore opportunities for collaborative learning spaces (PLTW)

Pillar 2: Teaching, Learning, & Pedagogy: Provide opportunities for educators to collaborate and create common, equitable learning experiences.

- Continue to develop and strengthen Multi-tiered System of Supports (MTSS) model
- Implement recommendations from the ELA and Science Curriculum Reviews
- Continue to develop and strengthen the co-teaching model
- Strengthen Student Success Team (SST) and Professional Learning Communities (PLC)

Pillar 3: Well-being: Provide the necessary supports to ensure healthy minds and healthy bodies for all members of the school community.

- Implement Panorama lessons and tiered support (SEL assessments/screener)
- Utilize MTSS to address SEL and physical well-being of students
- Expand resources to support adult well-being

Pillar 4: Diversity, Equity, and Inclusion: Foster and strengthen the respect and actions of staff, students, and families to celebrate diversity, ensure equity, and practice universal inclusion.

- Create opportunities for students, families, and staff to celebrate diversity, ensure equity, and practice universal inclusion
- Implement recommendations from FPS District's DEI Committee
- Continue to develop and implement No Place for Hate

Pillar 1: Facilities and Infrastructure

Strategic Objective	1. Provide a safe, secure, supportive, responsive, and innovative learning environment for all students and staff.
Strategic Initiative	1.1 Conduct safety audit of school facilities and grounds in collaboration with Foxborough Fire, Foxborough Police, and FPS Buildings & Grounds 1.2 Collaborate with outside consultants to conduct safety and threat assessment of school 1.3 Explore opportunities for innovative learning spaces and resources.

Describing Implementation

Ahern Middle School is committed to providing a safe, supportive, responsive, and innovative learning environment for all students and staff. We will continue working with local police, fire, and experts in emergency response planning to enhance safety. Also, our school will continue to explore innovative learning environments in and beyond the classrooms.

Monitoring Progress Process Benchmarks: What will be done, when, and by whom			Measuring Impact Evidence of Change: Changes in practice, attitude, or behavior you should begin to see if the initiative is having its desired impact	
Process Benchmark	Person(s) Responsible	Date	Evidence of Change Benchmark	Status
Update collaborative learning spaces.	Principal Technology Department	June 2024	Students have spaces and opportunities to engage in collaborative, hands-on, real-world learning and problem solving.	In-Progress
Continue to update sensory stations and calming spaces in group spaces.	Principal Occupational and Speech Therapists	June 2024	Group spaces have flexible seating, collaborative work spaces, sensory stations, and calming spaces.	In-Progress
Reimagine the Library/Media Center.	Principal Library Media Specialist Technology Department FPS Facilities	June 2024	Develop a floor plan and budget to update Library/Media Center.	In-Progress
Implement recommendations from the safety audit.	FPS Leadership Team	June 2024	Install double entry security at front entrance with additional fob access and camera coverage; add cameras for additional access throughout the building.	Completed

Pillar 2: Teaching, Learning, & Pedagogy	
Strategic Objective	2. Provide opportunities for educators to collaborate and create common, equitable learning experiences.
Strategic Initiative	2.1 Continue to develop and implement Multi-tiered System of Supports (MTSS) model 2.2 Participate in Universal Design for Learning (UDL) MTSS Academy 2.3 Implement recommendations from the ELA Curriculum Review Committee 2.4 Strengthen Co-Teaching/Inclusion Model

Describing Implementation				
Ahern Middle School continues to provide structures for educators to support equitable learning experiences for all students. These structures include the use of a Multi-Tiered System of Support (MTSS) framework that drives our efforts. In addition to strategic professional development for all staff, this work includes Data Teams, Professional Learning Communities (PLC), Student Success Teams (SST), and Building Based Support Teams (BBST).				
Monitoring Progress		Measuring Impact		
Process Benchmarks: What will be done, when, and by whom		Evidence of Change: Changes in practice, attitude, or behavior you should begin to see if the initiative is having its desired impact		
Process Benchmark	Person(s) Responsible	Date	Evidence of Change Benchmark	Status
Continue to develop and strengthen Multi-tiered System of Supports (MTSS), implementation of UDL strategies and co-teaching/inclusion special education model, including providing professional development for staff.	Principal Director of Student Services Directors of Curriculum Teachers	June 2024	Instructional practices show evidence of tiered instruction and co-teaching as identified through walkthroughs and observations. Master schedule includes common planning time. Clear and consistent common language is in place to implement co-teaching models. Educator goals reflect co-teaching practices.	In-Progress
Continue to implement recommendations from the ELA Curriculum Review, including professional development for reading and writing.	Principal ELA Director of Curriculum Teachers Literacy Specialist	June 2024	Implementation of the Empowering Writers and Common Lit curricula in all grade levels. PD opportunities for staff focus on instruction supported by these new curricular resources.	In-Progress

Strengthen Student Support Team (SST) and Professional Learning Communities (PLC) while maintaining continued discussion and collaboration around differentiation/UDL during PLCs with curriculum directors and educators.	Principal Assistant Principals Curriculum Directors Grade Level Teams	June 2024	Meetings occur regularly with a schedule to support them. PLC teams discuss data, challenges, curriculum and other grade level topics with goal-oriented outcomes.	In-Progress
Implement recommendations from the Science Curriculum Review.	Principal Math/Science Director of Curriculum Teachers	June 2024	Implementation of PLTW in grade 5 and integration of new StemScopes resources in all grade levels.	In-Progress
Initiate chapter of the National Junior Honor Society	Principal Teachers	June 2024	Students will be nominated, will apply, and will be selected by a Faculty Council for the National Junior Honor Society.	In-Progress
Provide teacher-led professional development in co-teaching best practices.	Principal Instructional Leadership Team	June 2024	Instructional Leadership Team collaborates with staff to identify needs for Professional Development and facilitates PD at grade level and staff meetings.	In-Progress
Continue to identify essential standards for standards-based report cards.	Principal Directors of Curriculum Teachers	June 2024	Standards-based report cards will be implemented in 5 th grade and will be ready to pilot in 6 th grade.	In-Progress

Pillar 3: Well-being	
Strategic Objective	3. Provide the necessary supports to ensure healthy minds and healthy bodies for all members of the school community.
Strategic Initiative	3.1 Continue to implement Panorama lessons and tiered supports of Social/Emotional Learning (SEL) universal screener 3.2 Utilize Multi-tiered Systems of Support (MTSS) to address social/emotional and physical well-being of students 3.3 Continue to implement recommendations from district's Mental Health Team in order to continue to develop a student culture that emphasizes the balance between psychological safety and accountability.

Describing Implementation				
<p>The Ahern Middle School remains committed to supporting the social and emotional well-being of all students. We provide structures to support the social and emotional learning needs of all students. Our school's Multi-Tiered System of Support framework provides the foundation to ensure equitable learning experiences for all students.</p>				
Monitoring Progress Process Benchmarks: What will be done, when, and by whom			Measuring Impact Evidence of Change: Changes in practice, attitude, or behavior you should begin to see if the initiative is having its desired impact	
Process Benchmark	Person(s) Responsible	Date	Evidence of Change Benchmark	Status
Implement whole class, small group, and individual SEL lessons based on screening data and teacher observations.	Teachers School Counselors School Social Workers School Psychologist	June 2024	Students receive targeted and whole class instruction from lessons on Panorama Playbook and Second Step curriculum.	In-Progress
Collaborate as grade level teams to identify and address general and specific SEL needs within classrooms and grade levels.	Principal Counselors Social Workers Teachers School Psychologist	June 2024	SST meetings will include agenda items to support the social emotional well-being of our students.	In-progress

Integrate Ahern Constitution with Second Step Curriculum.	Principal Teachers Counselors	June 2024	Second Step lessons will reflect the Ahern Word of the month, school-wide anti-bullying lessons, heritage months, and will integrate areas of focus from the values identified in the Ahern Constitution.	In-Progress
Develop and implement an orientation program to welcome new students in grades 6-8.	Principal Counselors WEB Student Council	June 2024	Orientation sessions and activities will be offered to new students each term in order to connect new students with each other as well as with student leaders	In-progress
Continue to foster a school culture that celebrates individual and collective identities.	Ahern Staff	June 2024	Students and staff are proud of their personal identities/backgrounds and possess a genuine sense of belonging in our school community	In-progress

Pillar 4: Diversity, Equity, and Inclusion

Strategic Objective	4. Foster and strengthen the respect and actions of staff, students, and families to celebrate diversity, ensure equity, and practice universal inclusion.
Strategic Initiative	4.1 Participate in FPS district DEI Committee to create opportunities for students, families, and staff to celebrate diversity, ensure equity, and practice universal inclusion. 4.2 Implement recommendations from FPS District DEI Committee. 4.3 Continue to develop and implement No Place for Hate

Describing Implementation

The Ahern Middle School is committed to providing our students, families, and staff with an inclusive environment where all identities are valued, recognized, and celebrated. We will develop school specific goals and intended outcomes as a response to the district-level goals created. The Ahern Middle School will work to promote strategies and best practices that create an inclusive and equitable environment for all. This includes assessing our current reality and expanding resources, practices, and learning opportunities that focus on the topics of diversity, equity, and inclusion.

Monitoring Progress Process Benchmarks: What will be done, when, and by whom			Measuring Impact Evidence of Change: Changes in practice, attitude, or behavior you should begin to see if the initiative is having its desired impact	
Process Benchmark	Person(s) Responsible	Date	Evidence of Change Benchmark	Status
Participate in District DEI Committee.	Principal Ahern School DEI Representatives	June 2024	Ahern staff will contribute to the FPS District DEI Committee and work to implement district-wide initiatives within the Ahern.	In-progress
Continue to empower student voice and celebration of	Principal Teachers Students	June 2024	Students will lead 3 school-wide projects that affirm and celebrate our differences and similarities.	In-progress

diversity through No Place for Hate.				
Conduct Learning Walks to assess equitable representation and access to learning for our students and families across all school settings.	Principal DEI Representatives	June 2024	Members will work to implement districtwide initiatives within our school. Administrators and teachers will engage in learning walks each term to assess equitable representation and access to learning for our students and families across all school settings.	In-Progress
Continue to assess and expand classroom library and curricular collections to be more inclusive and representative of our students, families, staff, and community.	Principal Directors of Curriculum METCO Director Teachers Counselors Librarian	June 2024	The main building library and classroom libraries are inclusive and representative of our students, families, staff, and the larger community.	In-progress
Continue to explore professional development opportunities for administrators and teachers to develop skills on fostering inclusive learning environments and cultural proficiency and schoolwide DEI programs.	Principal DEI Committee Representatives	June 2024	Staff have access to and participate in professional development that helps to strengthen their cultural proficiency and enhance their ability to provide inclusive learning environments where all students feel welcome.	In-progress
Continue to foster a socially inclusive school climate that emphasizes acceptance, respect, and human dignity for all students.	Principal Teachers Friendship Club Unified Coaches WEB	June 2024	Students will participate in additional Unified Sports and will lead whole school events that promote inclusivity for all students.	In-progress