

School: Freeport Middle School 2020-21

District Goal: Focus on Student Achievement through Improved Student-Centered Teaching and Learning

Team SMART Goal	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness	Results
<p>Create and begin to implement a plan/pathway for current and future practice at FMS to support and improve equity, diversity, and inclusion</p> <p>All teachers develop technology skills to be able to teach full time synchronously in red or yellow, allowing students at-home to attend daily live classes to improve student learning (and improve on the skill as the year progresses)</p>	<ul style="list-style-type: none"> Develop an action plan based on the results of the district equity audit. Work on classroom libraries to ensure books are relevant. engaging and reflect diversity. All teachers participate in a book group focused on equity and diversity. <ul style="list-style-type: none"> Determine technology equipment that is needed. Teachers will work with the technology coach to help develop the needed skills for synchronous teaching and learning. Teachers will collaborate with one another to share successes and failures: <ul style="list-style-type: none"> Teachers will collaborate with their team, department and others Teachers reflect on synchronous practice and the effects on students and student progress Continue to revise and improve synchronous instruction 	<p>Principal, leadership team, and teachers</p> <p>Principal and teachers</p> <p>All teachers</p> <p>Principal and all teachers Teachers, Technology coach</p> <p>Teachers, Technology coach</p> <p>Teachers, Technology coach</p>	<p>After the audit is complete</p> <p>Fall 2020</p> <p>All school year Fall/Winter</p> <p>All year long</p> <p>All year long</p>	<p>Diversity, equity and inclusion action plan</p> <p>Feedback from teachers on technology needs. Schedules for additional synchronous learning</p> <p>Multiple student, teacher and parent surveys will be sent out and improvements will be made based on survey data.</p> <p>Improved scores in literacy/math (NWEA/MEA)</p>	<p>Created a building Equity Committee. Started the process of book review; this will continue 21-22; all teachers participated in book groups. There were several titles to pick from for staff. Next steps are in the 21-22 goal</p> <p>Multiple surveys to determine PD and hardware needs of teachers were given, technology strategist responded and supported teachers.</p> <p>Teachers, students and parents were all surveyed multiple times for feedback to improve synchronous instruction, teachers, technology coach updated instruction and plan as needed.</p> <p>NWEA Growth: 18-19 63.3% made growth goals 20-21 63.8% made growth goals</p>

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Team SMART Goal	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness	Results
<p>Begin to implement a plan/pathway for current and future practice at FMS to support and improve equity, diversity, and inclusion</p> <p>Align responsive classroom guiding principles and teaching practices with advisory lessons and activities to support social/emotional competencies.</p>	<ul style="list-style-type: none"> Continue to work on classroom libraries to ensure books are relevant, engaging and reflect Diversity. Participate in group discussions to learn more about DEI Participate in Equity Maine Training Increasing our own understanding as staff - book clubs; discussion groups etc Integrative Inquiry - Courageous Dialogue training and use with staff Equity Maine training for staff Teaching Tolerance resources uses Social studies curriculum review <ul style="list-style-type: none"> Offer Professional Development opportunities to train staff in Responsive Classrooms. Provide staff with materials for implementing teaching practices and activities. All advisories complete RC lessons regularly. Staff is provided PD time to learn more about RC and plan advisory lessons accordingly. 	<p>Admin, leadership team, and teachers</p> <p>Admin, Equity team, teachers</p> <p>All staff</p> <p>Equity team</p> <p>All Staff All Staff</p> <p>SS teachers</p> <p>Admin, all teachers</p> <p>Admin, all teachers</p> <p>All teachers</p> <p>All Year</p>	<p>Ongoing</p> <p>All year</p> <p>Fall All year</p> <p>Fall</p> <p>Fall Fall</p> <p>All year</p> <p>Summer, All Year</p> <p>Fall</p> <p>All Year</p> <p>Year</p>	<ul style="list-style-type: none"> Updated library and classroom library collections Data collection from student and teacher surveys Plan developed and next steps determined for SS curriculum <ul style="list-style-type: none"> Observations and feedback during Advisory from teachers and students All staff trained in Responsive Classroom. Student survey data 	