

School: Freeport Middle School 2021-22

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 |
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| <p>Begin to implement a plan/pathway for current and future practice at FMS to support and improve equity, diversity, and inclusion</p> <hr/> <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 Social studies curriculum review <hr/> <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> <hr/> <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> <hr/> <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 Participated in Integrative Inquiry - Courageous Dialogue training and used with staff Equity Maine provided multiple sessions for staff on gender, gender bias, gender identification, pronouns SS teachers worked on multiple units with DCS and Cynthia A Teaching Tolerance used with staff and advisories Staff PLC, book groups, trainings and discussions about DEI topics <hr/> <ul style="list-style-type: none"> Observations and feedback during Advisory from teachers and students All staff trained in Responsive Classroom. Student survey data Initial RC training for teachers, train the trainer model Dedicated staff time in team and staff meeting meetings for advisory planning Advance training will be offered 2023 onsite for staff All staff have completed RC advisory lessons, advanced training needed to improve our RC work |

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