

Michael E. Smith Middle School

School Improvement Plan 2022-2024



Executive Summary

Michael E. Smith Middle School is a 5-8 public school that is a part of the South Hadley Public School System. Michael E. Smith Middle School has robust offerings from core academics such as English, Mathematics, Science and Social Studies to Arts opportunities, Student Council, and a large variety of After School programs.

The enrollment is currently 532 students who are served by a staff consisting of 2 administrators, 3 counselors, 32 academic teachers, 10 special education teachers, 2 specialists, 25 paraprofessionals, 3 administrative assistants, 4 custodians, and 4 cafeteria staff.

Michael E Smith Middle School Mission Statement:

We, as a community of students and staff, strive to be inclusive, open-minded and curious. We value self-reliance, scholarship, honesty, and kindness. We encourage each other to embrace challenges within a safe and welcoming environment.

Michael E. Smith Middle School Core Values:

Core values are central beliefs that are deeply understood and shared by every member of an organization. Core values permeate the institution and drive decisions.

Be Resilient: Persevere through challenges and set appropriate goals.

Be Respectful: Use kind words and appropriate language.

Be Responsible: Be trustworthy and do what is right.

Data as a Point of Reference

Michael E. Smith Middle School currently uses one form of common data across all 4 grades, MCAS. MCAS data from 2017 to 2021 (excluding 2020), indicates that students at MESMS consistently meet or exceed expectations in ELA and Mathematics at a rate below the state average. This data is central to the goal of academic rigor.

The March, 2022 Climate Survey posed questions that gave insight into students' social relationships and emotional well being. The data gathered indicates that while students have strong group identities, the groups seem to have weaker relationships between each other. As we begin to implement our district and individual school improvement plans, strengthening interpersonal relationships and the sense of a shared community will be important areas of our focus.

Schoolwide Goals

The following goals are designed to strengthen instruction at Michael E. Smith Middle School and ensure all students are provided with rigorous academic standards through high quality instruction. Although each goal has an individual focus, they ensure MESMS remains a school where academics, social emotional learning and community are valued equally.

Goal 1; Academic Rigor:

Michael E. Smith Middle School will enable students to think deeply, make meaning for themselves and become aware of their own learning processes.

Objective	Action Steps	Staff Responsible	Timeline
<p>To increase student achievement in both ELA and Mathematics as measured by Student Growth Percentile</p>	<p>Review the data from 2019 and 2021 MCAS, grades 5-8. Determine areas of strength and weakness in relation to the State’s Frameworks and Content Standards.</p>	<p>Principal and teachers.</p>	<p>Summer and Fall FY 23.</p>
	<p>Focus on the standards that show a significant School/State difference and develop strategies to address these.</p>	<p>Principal and teachers.</p>	<p>Summer and Fall FY 23.</p>
	<p>During Department and Grade level meetings, review the data analysis and proposed changes to the curriculum.</p>	<p>Principal and teachers.</p>	<p>Summer and Fall FY 23.</p>
	<p>Implement necessary changes to curriculum and the scope and sequence.</p>	<p>Principal and teachers</p>	<p>Fall FY 23.</p>
	<p>Review the MCAS data from Spring 2022, again looking for areas of strength and weakness in relation to the Math Curriculum Frameworks and Content Standards. Determine what further changes, if necessary, are needed to the curriculum</p>	<p>Principal and teachers.</p>	<p>Fall FY 23.</p>
	<p>Collaborate with colleagues at Mosier Elementary School at least once a year.</p>	<p>Principal and teachers.</p>	<p>Winter FY 23.</p>

--	--	--	--

Goal 2; Community Engagement:

Michael E. Smith School will continue to foster constructive school and district wide partnerships for the purposes of enriching the learning environment for students.

Objective	Action Steps	Staff Responsible	Timeline
Maintain and expand regular, effective communication practices.	Continue monthly newsletters and Friday’s Bits and Pieces.	Principal and teachers.	Ongoing FY 23.
	Schedule regular meetings (once every 2 months) with the school community.	Principal, parents, and caregivers.	Ongoing FY 23.
	Initiate strategies that allow students to have voice in policy and decision making.	Principal, faculty and students.	Ongoing FY 23.
	School Council.	Principal, faculty and community.	Quarterly.
	Open House.	Principal, faculty and community.	Fall.
	Step-up night for incoming fifth grade parents.	Principal and guidance counselor.	June.
MESMS will embrace and cultivate the belief that all are committed to initiating and supporting policies, practices and pedagogies that promote social justice, diversity and inclusion.	Principal and Teacher representatives will attend Racial Justice Task Force Meetings to connect with District Initiatives.	Principal and faculty representative	

Goal 3; Learning Community Well Being: Michael E. Smith School will empower students to become healthy active participants in their community.

Objective	Action Steps	Staff Responsible	Timeline
Develop and implement Advisory program to, in part, address the SEL needs of students:	<p>Develop topics and lessons for use during Advisory with input from a SEL tool.</p> <p>Develop a schedule (day of the week and length) of once a week meeting in all homerooms.</p> <p>Implement Advisory with fidelity.</p> <p>Elicit feedback from staff and students through surveys and adjust the program accordingly.</p>	<p>Principal and committee.</p> <p>Principal and faculty.</p> <p>Principal and faculty.</p> <p>Principal and faculty.</p>	<p>Summer and Fall FY 23.</p> <p>September FY 23.</p> <p>Fall FY 23.</p> <p>Ongoing FY 23.</p>
Implementation of using restorative practices of discipline.	<p>Use staff meetings to review and discuss restorative practices in schools.</p> <p>Prior to the introduction of RP, determine what PD is required</p>	<p>Principal and faculty.</p> <p>Principal and district leadership.</p>	<p>Ongoing FY 23.</p> <p>Ongoing FY 23.</p>
Implement a district, K - 8, SEL curriculum	<p>District level and staff meetings.</p>	<p>Principal, faculty, and district leadership.</p>	<p>Ongoing FY 23.</p>
Increase the volume of recycling.	<p>Consult with the custodian and waste management company about our current recycling habits.</p> <p>Increase recycling receptacles outside the school, especially for plastics.</p>	<p>Principal and custodian.</p> <p>Principal and custodian.</p>	<p>Fall 2022</p> <p>Fall 2022</p>

	<p>Inform students what is recyclable and where it can be placed. Integrate this message into academic and arts block classes.</p> <p>Gather data (e.g. weight or number of containers) to determine volume of recycling.</p>	<p>Principal, faculty, and students.</p> <p>Principal and custodian.</p>	<p>Ongoing FY 23</p> <p>Ongoing FY 23</p>
--	---	--	---