

Dover-Sherborn Middle School Improvement Plan 2023-2024

District Vision

We will distinguish ourselves through innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence while we continue to be a nationally recognized, high-performing school system.

District Mission

The Dover Sherborn Schools share in the mission to inspire, challenge and support all students as they discover and pursue their full potential.

District Theory of Action

If we are able to successfully inspire, challenge, and provide the necessary support for all of our students, *then* they will be equipped with the tools necessary to achieve their fullest potential in a rapidly changing society.

District Core Values

The Dover Sherborn Schools commit to the following Core Values:

Commitment to Community
Equity and Excellence
Respect and Dignity
Climate of Care



Dover-Sherborn Strategic Objectives 2023-28

EXCELLENCE & INNOVATION IN LEARNING	CHALLENGE & SUPPORT ALL STUDENTS	PROFESSIONAL LEARNING & GROWTH	FAMILY & COMMUNITY ENGAGEMENT	SAFE & SUSTAINABLE SPACES
<p>Maintain academic excellence and rigor while adapting practices to prepare students for success in a rapidly changing world.</p>	<p>Enhance programming to ensure all students are able to achieve their full potential within a supportive learning environment.</p>	<p>Expand opportunities for professional growth and collaboration among educators in support of the District’s vision for teaching and learning.</p>	<p>Engage families and community members in the strategic pursuit of a shared vision and mission.</p>	<p>Evaluate and update facilities to ensure safe, sufficient and sustainable spaces amidst a changing educational and environmental landscape.</p>

Dover-Sherborn District Goals 2023-24

To be determined through the strategic planning process.



School Improvement Goal 1: Establish a shared vision for teaching and learning that engages students as active learners, and that supports the success of all learners, in the development of skills depicted in the Dover-Sherborn Portrait of a Graduate.

District Strategic Objective	Action Step	Rationale	Person(s) Responsible	Evidence of Effectiveness
<p><i>Excellence & Innovation in Learning</i></p> <p><i>Challenge & Support All Students</i></p> <p><i>Professional Learning & Growth</i></p>	<p>Building upon the work completed by staff in the 22-23 school year around Best Practices we will have focused PD and implementation of our DSMS Best Practices 2.0.</p>	<p>Having a shared vision and implementation for these important practices, we ensure that all our students are on the receiving end of engaging, innovative and high quality instruction.</p>	<p>Principal, Assistant Principal, Curriculum Leaders, ELA & Math Specialists</p>	<p>Support and encourage Student Learning Goals/Professional Practice Goals around the DSMS Best Practices 2.0.</p> <p>Departmental and building-based PD work as well as implementation in lesson planning and execution.</p> <p>Teacher reflection in post observations and end of year goal/evaluation meetings.</p>



School Improvement Goal 2: Nurture a positive school culture and strong sense of belonging as a means to improve academic and social-emotional outcomes for all students.

District Strategic Objective	Action Step	Rationale	Person(s) Responsible	Evidence of Effectiveness
<p>CHALLENGE & SUPPORT ALL STUDENTS</p>	<p>In working with the already established DSMS Scheduling committee, we will begin to explore options of a schedule that preserves the student-centered (team) parts of our current middle school team model and offers additional opportunities for students to be supported and connected within our school community.</p>	<p>Ensuring a student feels seen, heard, known, respected, and part of their school community will provide critical protective factors for their overall well-being and a strong academic trajectory.</p>	<p>Principal, Assistant Principal DSMS Scheduling Committee</p>	<p>The Scheduling Committee will begin to meet in Fall, 2023.</p> <p>By April we will have important foundational work complete by having considered and determined our scheduling priorities and vision. Once determined we will set forth on researching schedules that match these priorities and vision. This will include site visits and considerations of schedules. This should set us up for building a schedule that speaks to our students' needs.</p>
	<p>Provide professional learning to administrators, counseling staff, and teachers around restorative practices.</p> <p>Re-establish a Peer Leadership program that will assist in supporting and growing our school culture of kindness, curiosity and individuality.</p>	<p>Responding to student behavior through approaches that focus on learning, growth, and relationships will promote a positive school culture and stronger sense of student belonging.</p> <p>Student voice and action around school culture has a strong impact.</p>	<p>Principal, Asst. Principal, Peer Leadership advisors.</p>	<p>By the end of year, measures of positive school culture and student belonging in our Panorama Surveys will show growth.</p> <p>By the end of the year, the number of out-of-school suspensions will decline over the prior year. The number of repeat behaviors within the ur school year will also decline.</p> <p>Staff and student surveys/voice around the impact of the Peer Leadership program.</p>



School Improvement Goal 3: Continue to grow our MTSS (Multi-Tiered System of Support)so that all of our DSMS students have access to differentiated instruction, targeted interventions and evidence-based resources in support of their academic, social and emotional development.

District Strategic Objective	Action Step	Rationale	Person(s) Responsible	Evidence of Effectiveness
CHALLENGING & SUPPORTING ALL STUDENTS	Continue to develop and grow the role of Literacy and (pilot) Math specialists.	This expertise will allow us to more effectively provide Tier 2 interventions for students who need additional support.	Principal, Assistant Principal, Reading & Math Specialist, Asst. Superintendent	Student data: IXL, MCAS, Team Data/Input Reflection/input from staff working directly with these roles.



School Improvement Goal 4: Ensure that our buildings and grounds support strong instructional and extracurricular programs to meet the needs of our students and staff.

District Strategic Objective	Action Step	Rationale	Person(s) Responsible	Evidence of Effectiveness
SAFE & SUSTAINABLE SPACES	Space Audit Participate in the district’s space audit to determine how to utilize our indoor and outdoor space more effectively to meet the needs of our students and staff.	The space audit will allow us to ensure that our facility is used most efficiently and effectively to meet our programming needs.	Principal	When completed, the architects undertaking the space audit will provide a report of findings.

