

MERSD School Improvement Plan
Manchester Memorial Elementary School

2025-2027



Every student is at the center of decision-making.

District Strategic Initiative 1 (DSI:1)

Establish and foster an authentic Pre-K-12 learning environment.

1. *Conduct external elementary school level assessments of current practice inclusive of authentic learning self-study. [Student Centered, Student Achievement]*
2. *Define “student centered authentic learning” and develop internal needs assessments for secondary level schools. [Student Centered, Student Achievement]*
3. *Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school-based assessments.*
4. *Strengthen traditional academic program practices to ensure horizontal and vertical articulation. [Student Centered, Student Achievement]*
5. *Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]*
6. *Prioritize and support programming to promote creativity, innovation, and the arts. [Student Centered, Family Community Partnership]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
MMES will engage in the NEASC Elementary Accreditation process, along with EES, to identify strengths and weaknesses in the area of Authentic Learning <i>DSI 1.1, 1.2, 1.3, 1.4 *</i>	<ul style="list-style-type: none"> ● MMES Principal ● MMES Staff 	<ul style="list-style-type: none"> ● NEASC Process initiated by May 23 ● NEASC Process Commences Sep 23-Jun 24 ● NEASC Report - Jun 24
MMES will conduct a school-level assessment of existing student-centered authentic learning experiences <i>DSI 1.1, 1.2 & 1.5</i>	<ul style="list-style-type: none"> ● MMES Principal ● Director of Curriculum, Instruction and Technology ● MERSD CLT Team ● MMES Teachers 	<ul style="list-style-type: none"> ● Common definition of authentic learning developed and distributed-June 2023 ● Record of identified authentic learning experiences by grade level-June 2024

MMES will work collaboratively with district staff and EES staff to design a shared MERSD Elementary

Multi-Tiered System of Support “MTSS” model
*DSI 1.3, 1.4 **

- MMES Principal
- i-Ready Platform/Subscription
- Director of Curriculum, Instruction, and Technology
- MERSD MTSS Team
- MERSD MTSS Handbook – Nov 22
- i-Ready Implementation as Universal Screener - Jun 22
- MMES Fall/Winter/Spring i-Ready data – Sep 22, January 2023, May 23
- i-Ready Trainings - Aug-Nov 22
- MMES intervention staff transitioned to district-based assignment and will be deployed to each elementary school based on where the student need exists - Sep 22 - Jun23
- MTSS staff schedules aligned to student need across the district – Sep 22, Jan 23

MMES will explore and experiment with personalized learning activities in the i-Ready program *DSI 1.4 **

- MMES Principal
- Director of Curriculum, Instruction, and Technology
- MERSD MTSS Team
- MMES Teachers
- i-Ready Platform/Subscription
- i-Ready training agenda – Sep-Nov 22
- i-Ready lessons implemented in K-5 classrooms – Jun 23
- i-Ready Trainings - Aug-Nov 22

MMES staff will engage in curriculum journaling, alongside our EES counterparts, to document and evaluate the elementary curriculum program in science and history/social science to ensure alignment with current DESE standards *DSI 1.3, 1.4 **

- MMES Principal
- Director of Curriculum, Instruction, and Technology
- MERSD Curriculum journal/map templates
- MMES Teachers
- MERSD Curriculum Review Cycle
- DESE Standards Templates
- Science Curriculum Journals/Maps – Jun 23
- History/Social Science Curriculum Journals/Maps - Jun 24

MMES will collaborate with MMES to transition to a shared team building experience for our grade 5 students and families. *DSI 1.7 **

- MMES Principal
- MMES G5 Teachers
- MERSD Elementary Musical Director
- MMES General Music Teacher
- MERSD Elementary Musical Promotional Materials -Mar 23
- “Transition Week” Schedule

MMES staff, together with their district peers, will explore and implement elements of Project Adventure to further authentic learning experiences as well as our social emotional initiatives. DSI 1.1, 1.2, & 1.5 *	<ul style="list-style-type: none"> ● MMES Principal ● MERSD School Building Committee ● <i>Project Adventure</i> Curriculum materials and low/high elements 	<ul style="list-style-type: none"> ● <i>Project Adventure</i> Training - Sep 22, Oct 22 ● <i>Project Adventure</i> Curriculum implemented K-5 in PE/Wellness - Jun 23 ● <i>Project Adventure</i> Curriculum implemented K-5 in classrooms, therapies, specialized programs, etc.- Jun 24
MMES will expand its partnerships with local, community organizations. DSI 1.5 *	<ul style="list-style-type: none"> ● MMES Principal ● MERSD SRO ● MMES Teachers 	<ul style="list-style-type: none"> ● New SRO Schedule – Sep-Jun 23 ● Farm Truck Pilot Promotional Material – Oct 22-Jun 23 ● <i>Change is Simple</i> Presentation – Jan 23
MMES will collaborate to develop a consistent, evidence-based approach to family conferences. DSI 1.2	<ul style="list-style-type: none"> ● Director of Curriculum, Instruction, and Technology ● Curriculum Leader Team (CLT) ● MMES Principal ● MMES Leadership Council 	<ul style="list-style-type: none"> ● FY 23-24 Calendar aligned to allow staff to use summative data points and work samples during Family Conferences - Jun 23 ● Evidence-based approach to family conferences implemented Nov/Dec 23
MMES will build upon its “musical hub” concept to include musical performances as school and district events along with daily performances during arrival DSI 1.6	<ul style="list-style-type: none"> ● MMES Principal 	<ul style="list-style-type: none"> ● Musical Hub Schedule – Oct 22

Strategic Initiative 2

Integrate social emotional learning into all aspects of the school day.

1. *Create a K-12 SEL Leadership model charged with training staff on ways to integrate a variety of strategies to help increase student availability for learning. [Student Achievement, Student Centered, Equity]*
2. *Create a Vertical SEL Team to support the implementation of SEL informed instruction. [Student Achievement, Student Centered]*
3. *Design an integration plan and rubric to use to measure effectiveness of SEL integration at the individual student and classroom level. [Student Achievement, Student Centered, Equity]*
4. *Involve families and the community in the SEL work that our staff and students are engaged in. [Family and Community Partnerships]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
MMES will work with MERSD and EES staff to design the elementary portion of a K-12 SEL leadership model. This will include new positions (salaried or	<ul style="list-style-type: none"> ● MMES Principal ● Director of Curriculum, Instruction, and Technology ● MERSD SEL Team 	<ul style="list-style-type: none"> ● Job description(s) written - Jan 23 ● Staff member(s) hired - Jun 23 ● Training Calendar Developed and Implemented - Jun 24

stipended), training, and curriculum development.

DSI 2.1, 2.2 *

MMES staff will collaborate with EES staff to conduct a Summer Curriculum Project to develop a scope and sequence for the SEL block in grades K-5. This team will provide on-going professional development to our staff in this area throughout the year. **DSI 2.3 ***

- MMES Principal
- Director of Curriculum, Instruction, and Technology
- MERSD SEL Team
- MMES Teachers

- SEL Block Scope and Sequence – Jun 23
- SEL PD by SEL Team- Staff Meeting Agendas – Jun 23

MMES will implement a Social-Emotional Learning (SEL) block in its daily schedule for K-5 classes. This time will be dedicated to movement breaks and delivering lessons/activities for students to learn more about SEL including lessons/activities from *RULER*, *Responsive Classroom*, and *Second Step*. **DSI 2.3 ***

- MMES Principal
- Director of Curriculum, Instruction, and Technology
- MERSD SEL Team
- MMES Teachers
- *RULER* Lesson Plans, *Responsive Classroom* Materials, *Second Step Materials*

- MERSD Elementary Master Schedule – Sep 23
- Revised Elementary Master Schedule Implemented - Sep 24

Families will be engaged in the SEL work that our school is undertaking via regular newsletter and social media talking points for their children. **DSI 2.4**

- MMES Principal
- MERSD SEL Team

- Newsletter and email updates – Sep 22-Jun 24

MMES staff will work collaboratively across all grades and classes to create a school-wide charter – expressing how students want to feel at school and what their individual role is in achieving that for all. This is a concept that blends the *Ruler* “Charter” concept with the *Responsive Classroom* “Rules/Expectations.” **DSI 2.2***

- MMES Principal
- MMES Teachers
- MMES RC Trainer

- School-wide charter created, presented, and distributed/posted – Sep 22 - Jun 23

A MMES teacher will be trained as a trainer for the *Responsive Classroom* program. This teacher will provide on-going training to our staff in the delivery of this program. **DSI 2.3**

- MMES Principal
- MMES RC Trainer

- Staff Training – Staff Meeting Agendas – Sep 22-Jun 24
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Strategic Initiative 3

Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.

1. Identify and hire a consultant/coach to support the district in achieving cultural proficiency in the area of diversity, equity and inclusion. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]
2. Conduct a cultural proficiency, diversity, equity, and inclusion assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]
3. Build on and expand inclusion and cultural competence training for staff and students.

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
MMES will continue to audit its materials, communications, and curriculum materials to ensure that language, topics, and concepts reflect diverse perspectives, is current, and is inclusive. DSI 3.2 *	<ul style="list-style-type: none"> ● MMES Principal ● MMES School Council 	<ul style="list-style-type: none"> ● Curriculum Update Suggestions presented at Curriculum Leaders Team (CLT) meeting - Sep 22-Jun 24
MMES will fully re-introduce our “Understanding our Differences” model for grades 3-5 to educate children about different disabilities that exist in our world. <i>This was stopped during COVID.</i> DSI 3.3:*	<ul style="list-style-type: none"> ● MMES Principal ● Director of Student Services ● MMES Teachers 	<ul style="list-style-type: none"> ● Understanding our Differences Schedule - Nov 22-Jun 24
MMES will train staff on the diverse characters that are integrated in our <i>Wonders</i> ELA curriculum materials. DSI 3.3 *	<ul style="list-style-type: none"> ● MMES Principal ● Director of Curriculum, Instruction, and Technology ● MMES Curriculum Leaders 	<ul style="list-style-type: none"> ● Staff Meeting Agenda - Sep 22 – Feb 23
MMES will expand its inclusion and cultural competence training to include students via the “It Starts with ME” book as a theme for the year. School-wide meetings will focus on this topic and classroom projects will be generated via these conversations. DSI 3.3	<ul style="list-style-type: none"> ● MMES Principal ● MMES Counselor 	<ul style="list-style-type: none"> ● School-wide Meeting Agendas - Sep 22-Jun 23
MMES will explore options to increase students’ exposure to different cultures, backgrounds, and human experiences. DSI 3.3	<ul style="list-style-type: none"> ● MMES Principal ● MMES Leadership Council ● MMPTO 	<ul style="list-style-type: none"> ● MMPTO Enrichment Program Calendar Jun 23 - Jun 24 ● Grade-level projects - Sep 22-Jun 24

Strategic Initiative 4

Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.

- 1. Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District.*
- 2. Articulate large and small scale operational and facilities capital needs and obligations. [Student Centered, Student Achievement, Equity, Family and Community Partnerships, Resources]*
- 3. Continue to evolve the central administrative organization structure to efficiently and effectively support district wide improvement goals. [Student Centered, Student Achievement, Resources]*
- 4. Review personnel efficiencies to improve or adjust delivery of programs. [Student Centered, Student Achievement, Equity, Resources]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
MMES administration will work collaboratively with MERSD district staff to identify staffing gaps in the areas of SEL, DEI, and supervisory leadership, and curriculum leadership.*	<ul style="list-style-type: none">• MMES Principal	<ul style="list-style-type: none">• Budget Request - Oct 22-Jun 23

**Shared goal with EES*



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