



Charlton Middle School Improvement Plan 2025-2028

This plan was created with the help of our CMS School Council. The following individuals made up our council:

Kenny Laferriere: Parent
Marybeth Kaczynski: Parent
Sabrina Webb: Parent
Cara Holland: Parent
Kristin Martin: Parent
Annette Mitchell: Parent
Christopher Henry: Parent
Gretchen Tucker: Teacher
Lisa Poblocki: Teacher
Kelly McDonald: Teacher
Katie Lyons: Teacher
Tammy Martin-Allison: Assistant Principal
Stacy Monette: Principal

Mission Statement

Charlton Middle School is committed to educational excellence and the success of every student. In order to ensure the social-emotional, physical and intellectual development of all children, we will provide a creative and nurturing environment. We recognize that each child is an individual and we strive to encourage each student to develop an intellectual curiosity and a thirst for discovery through modern and stimulating curricula.



SIP Goal #1: **Academic Excellence**

Objective: Strengthen instructional practices and systems of support to ensure academic growth and achievement for all students.

Action Step	Person Responsible	Resources Needed	Measure for Success	Timeline
Establish Clear MTSS Structures	Principal, Assistant Principal, SST, Teachers	Collaboration time	Leadership team formed, screeners implemented, interventions documented	Year 1: Define leadership and structures Year 2: Implement Tier 2/3 supports Year 3: Review and refine based on data
Provide Professional Development	Principal, AP, Teachers, SST	PD time, IST meetings	Staff trained in data-driven decision-making and interventions	Year 1: Baseline PD Year 2: MTSS data deep-dives Year 3: Mentoring & sustainability planning
Implement High-Quality Instructional Practices	Principal, Teachers, Curriculum Leaders	Curriculum guides, instructional materials	Use of student-centered strategies, growth on benchmark assessments	Year 1: Identify focus areas Year 2: Implement & monitor practices

				Year 3: Evaluate and refine
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SIP Goal #2: **Wellness and Belonging**

Objective: Create and maintain a positive, inclusive, and safe school environment that promotes the well-being and belonging of all students and staff.

Action Step	Person Responsible	Resources Needed	Measure for Success	Timeline
Implement a Positive Behavior Interventions and Supports (PBIS) Framework	Principal, Assistant Principal, Staff	Budget for student activities	PBIS team formed, behavior expectations established, data shows increase in positive behaviors	Year 1: Establish PBIS team and train staff Year 2: Full implementation and review Year 3: Refine practices based on data
Enhance Social-Emotional Learning (SEL)	Principal and Staff	Curriculum Restorative circle guides	SEL practices embedded into instruction, staff trained, restorative circles implemented	Year 1: PD on SEL and initial classroom integration Year 2: Ongoing PD and Tier 2 supports Year 3: SEL integrated in all tiers

Conduct a Comprehensive Safety Audit	Principal, Assistant Principal	Local safety experts	Updated safety protocols, student safety committee formed	Year 1: Initial audit and implementation of findings Year 2: Mid-cycle audit and student feedback Year 3: Refined safety plans and annual review process
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SIP Goal #3: **Operational Effectiveness**

Objective: Strengthen internal systems and community partnerships to support efficiency, engagement, and student success.

Action Step	Person Responsible	Resources Needed	Measure for Success	Timeline
Enhance Communication	Principal Assistant Principal	None	Multilingual communication tools used, increased family engagement	Year 1: Audit current communications Year 2: Expand outreach tools Year 3: Assess and refine communication plan
Engage Families in Student Learning	Principal, AP, Staff	Community Outreach Social Media Newsletters	Increase in event participation, parent volunteer	Year 1: Offer family learning events Year 2: Establish

			numbers.	volunteer roles Year 3: Evaluate and expand family engagement efforts
Develop Community Partnerships	Principal Assistant Principal Staff	None	Partnerships formed with businesses, nonprofits, guest speakers scheduled for students.	Year 1: Identify community partners Year 2: Launch mentoring and resource programs Year 3: Sustain and evaluate partnerships