



Norwell Middle School

**School Improvement Plan
2025 - 2026**

Focus Area #1: Teaching and Learning

Objective: Create rigorous and relevant learning experiences that support student development and prepare students for their future

Initiative	Action Steps	Timeline	Led By	Measure of Success
Enhance curriculum course offerings (horizontal and vertical alignment) and update the program of studies.	<ul style="list-style-type: none"> Review current curricula offerings, make appropriate adjustments, and implement new and expanded course offerings in the Program of Studies. Review NMS curriculum maps and pacing guides. 	2025-2026 School Year	Curriculum Coordinators, Principal, and Teachers	Meeting agenda and Meeting notes.
Curriculum-related technology	<ul style="list-style-type: none"> Participate in the district screen time audit <ul style="list-style-type: none"> Review the committee's data Review the system to assess how much time students are spending on screens by subject Communicate results to pertinent stakeholders 	2025-2026 School Year	Curriculum Coordinators, TLT, Principal, and Teachers.	Contribute to a district team in the creation of policies and procedures to address appropriate screen time usage during the school day
Assessment and Grading	<ul style="list-style-type: none"> Review Common Assessments 	2025-2026 School Year	TLT, Principal, Coordinators, and Teachers	A well-designed, consistent, on-going system of identifying, selecting, and implementing appropriate common assessments in preparation to examine grading practices for consistency and relevancy.

Focus Area #2: Safety, Belonging, and Well-Being

Objective: Provide a safe and inclusive environment to support social, emotional, and personal growth

Initiative	Action Steps	Timeline	Led By	Measure of Success
Student Well-Being/Social Emotional Support	<ul style="list-style-type: none"> Review and articulate procedures for the current NTSS system and evaluate opportunities to enhance the tiered support system. Review communications and implement procedures using Panorama to inform teachers about specific student needs Identify gaps and opportunities for data collection, interventions, and training for all staff Provide professional development and support for the use of appropriate inclusive practices (scaffolded instruction, and universal design for learning principles and coteaching). Continue to review and assess the implementation of additional Team building activities to enhance the school environment through relationship building. 	2025-2026 School Year	Middle School Administration, Teachers, and Support Services Staff	<p>Continue to implement the Panorama Student Profile Portal to identify and offer appropriate support for students</p> <p>Contribute to the development of a fully functional K-12 Tiered System of Support for social-emotional and academic intervention</p> <p>Recommendations to the team regarding adjustments to instruction and supports</p> <p>PD agenda for UDL</p> <p>Create additional or enhanced Team building activities</p>

Focus Area #3: Learning Opportunities

Objective: Enhance knowledge, foster innovation, and drive continuous improvement

Initiative	Action Steps	Timeline	Led By	Measure of Success
Professional Development	<ul style="list-style-type: none"> Participate in a standing committee to determine the specific roll out of PD topics on a yearly basis 	2025-2026 School Year	TLT, building admin, and teacher representatives	Updated Professional Development Program document Yearly PD recommendations, communications, and implementation
Learning Opportunities	<ul style="list-style-type: none"> Review existing community building programming/events to add and/or adjust events to enhance our family and community partnerships to improve learning opportunities. 	2025-2026 School Year	TLT, building admin, and teacher representatives	Updated community events and their impact on student learning opportunities

Focus Area #4: Finance, Facilities, and Human Capital

Objective: Enhance collaboration between schools, town government and the community to address school funding, facility issues, staff recruitment

Initiative	Action Steps	Timeline	Led By	Measure of Success
Facilities	<ul style="list-style-type: none"> ● Evaluate Middle School facility: <ul style="list-style-type: none"> ○ Identify areas for updates/improvement ○ Make recommendations to school committee for approval ● Furniture cycle <ul style="list-style-type: none"> ○ Create a cycle to address outdated furniture at NMS 	2025-2026 School Year	School Building Committee	Approval of updates and/or improvements
Safety	<ul style="list-style-type: none"> ● Crisis Planning <ul style="list-style-type: none"> ○ Participate in the district review and updating of the Norwell Crisis Manual ○ Updated training procedures ○ Examine vestibules with second set of locking doors 	2025-2026 School Year	Director, Principals	Updated Crisis Manuals, disseminated to all staff, training procedures are updated and implemented, and vestibules are examined with a recommendation on how to proceed