
NEWBURYPORT PUBLIC SCHOOLS

Rupert A. Nock Middle School

School Improvement Plan

2025-2027

Newburyport Public Schools...the port where tradition and innovation converge

PORTRAIT OF A GRADUATE VISION

Our vision is for every child to leave Newburyport Public Schools literate across the disciplines; physically, emotionally & socially well; innovative problem solvers; civically engaged; and prepared for life after graduation.

From the day they enter school as 5 year-olds to the day they graduate, our students are growing and changing.

Across this K-12 pathway, we want to make sure young people can celebrate success, persevere through failure, and create a healthy and hopeful path to their future.

For this reason, we invest in school climate and culture while also analyzing and reflecting on student academic data. We remain focused on our goals while staying flexible so we can respond to changing needs and invest in safe and secure facilities.

STRATEGIC FOCUS AREAS				
Teaching & Learning	Supports	Culture	Operations	Stakeholder
Providing high quality, innovative instruction	Ensuring every child has the supports they need to grow	Creating a culture of belonging	Ensuring highly qualified staff, up to date resources, and safe buildings	Creating a community of active stakeholders

Rupert A. Nock Middle School Snapshot

School Overview

Rupert A. Nock Middle School serves approximately 480 students in grades 6 through 8. The school follows a team-based model emphasizing collaboration, academic excellence, and a strong sense of community.

Students receive instruction in five core academic subjects: mathematics, English Language Arts (ELA), social studies, science, and world language. In addition to these core subjects, students take Explore Courses that provide opportunities for

creativity, physical activity, and hands-on learning. These courses include Performing Arts, Physical Education, Wellness, Art, Music Technology, and Technology & Engineering.

To further support student growth and well-being, all students participate in Advisory, a structured time built into the weekly schedule. Advisory is designed to foster meaningful relationships with peers and trusted adults, helping to create a safe and supportive school environment.

Total Enrollment (2024-25)	Grades Served
470	6-8

Special Populations			
Title	% School	% District	% State
High Needs	35.1	30.8%	55.8%
English Learners	1.3	2.9%	13.9%
First Language not English	6.6	7.0	27.2
Low Income	13	13.0	42.1
Students with Disabilities	25.1	20.9	20.6

STUDENT LEARNING GOAL

Summary: Nock Middle School will create an environment where students exceed standards, demonstrate measurable growth across state-tested subject areas, and develop the foundational skills needed for future success.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
Development of Unit Planning Protocol.	Principal/AP CEL/Faculty Staff	100% of instructional staff trained and using the unit planning protocol in core subjects led by CEL. Refine 1-2 units per grade level/department, and complete unit plans aligned with priority standards.	Summer/Fall 2025
Conduct comprehensive curriculum mapping analysis to identify gaps in alignment with MCAS standards.	Principal/AP CEL/Faculty Staff	Refine 1-2 units per grade level/department with completed unit plans aligned with priority standards. Revised the pacing guides for these two units.	2026-2027
Implement structured data analysis cycles to target specific skill deficiencies across content areas.	Principal/AP CEL/Faculty Staff	As measured by MOY assessments, teachers will identify 20 students who are not meeting grade-level proficiency.	Ongoing monthly
Establish common formative assessments to track progress throughout the year.	Principal/AP CEL/Faculty Staff	Update BOY/MOY/EOY common formative & summative assessments administered per subject/grade. Develop and/or refine 1-2 formative assessments per unit per subject area that are aligned and calibrated to unit standards.	2026-2027
Teachers will collaboratively design and implement standards-based math units	Math CEL/Principal/A P/District	PLC meeting notes/minutes reflecting collaboration on power standards and instructional strategies.	2025-2027

that emphasize power standards, integrate research-based instructional strategies (e.g., immediate feedback, checks for understanding, guided practice), and embed common formative assessments to monitor progress.		Student mastery of math power standards in each unit will increase by 10% from SY25-26 baseline to SY26-27	
Measurement Summary – The Nock Middle School will increase student academic achievement as measured by MCAS scores in the following areas: • ELA (meets or exceeds) : from 54% to 57% (Year 1) and to 60% (Year 2) • Math: from 45% to 48% (Year 1) and to 51% (Year 2) • Science: from 50% to 53% (Year 1) and to 56% (Year 2) Additionally, we will achieve an SGP (Student Growth Percentile) average of 60 and close achievement gaps by 3% across all student subcategories.			

PROFESSIONAL LEARNING GOAL

Summary: Teaching staff will collaboratively refine and implement at least two standards-based units per subject area that incorporate research-based instructional strategies (e.g., immediate feedback), as measured by updated curriculum documents, classroom observation data, and student assessment results.

Student mastery of power standards in each unit will increase by 10% from a baseline in SY25-26 to SY26-27.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
Create Clear Structure	Principal/AP CEL	Provide training on curriculum design and research-based teaching strategies. Develop and implement a protocol for all departments to follow, led by CEL/Admin.	Underway/ Fall 2025-2026
Schedule the Work	Principal/AP CEL	Build collaboration time into the regular schedule. Create a timeline with specific deadlines for the first and second units. Establish 4 checkpoints to monitor progress.	Underway/ Fall 2025-2026
Support Implementation	Principal/AP CEL	Develop an observation checklist that focuses on new teaching strategies. Develop pre/post tests to measure student growth. Provide coaching support during implementation phases.	Underway/ Fall 2025-2026 2026-2027
Track and Celebrate Progress	Principal/AP CEL	Hold monthly data meetings to review student results. Create opportunities for teachers to share successful strategies. Recognize teams reaching development and implementation	Ongoing

		milestones.	
Measurement Summary Year 1 (May 2026) Progress Indicators • 50% of teaching staff will have refined at least one standards-based unit per subject area • Classroom observations will show implementation of research-based strategies in 40% of observed lessons • Achieve a 5% increase in student performance using shared data from common assessments, including i-Ready, and summative assessments which will be administered 3x a times • Documentation of collaborative planning sessions and initial curriculum documents for all subject areas - Early Release Days Year 2 (May 2027) Final Measurements • 100% of teaching staff will have refined and implemented two standards-based units per subject area • Classroom observations verify consistent implementation of research-based strategies in 80% of lessons • Achieve a 5% increase in student performance using shared data from common assessments, including i-Ready, and summative assessments which will be administered 3x a times • Teacher reflection data on the effectiveness of the collaborative development process and instructional impact measured by Teaching and Leadership Strand of the ECP survey			

SCHOOL CLIMATE AND CULTURE GOAL

Goal Summary – Nock Middle School will enhance students' sense of being valued, engaged, and motivated to succeed. By developing a school-wide intergenerational house system, we will build a school climate that fosters meaningful connections and a genuine sense of belonging.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
Students, staff, parents will support & understand school-wide programs for community development. A calendar of Nock traditions will be shared yearly (e.g., March Madness, Thanksgiving Pep Rally etc.).	Principal/AP	Communication of events will be released to teaching staff and Nock families before the start of and throughout the school year. This will include cultural events to build staff community.	August 2025 and August 2026
Students will be recognized regularly through a School-Wide Recognition Systems • 6th Grade: Town Halls • 7th Grade: Nock Rock • 8th Grade: Goofball • Faculty Meetings- Staff.	Principal/AP Teacher Leaders	Each grade level team will recognize at least four students per team. The administration team will recognize four staff members per faculty meeting.	Summer 25/ 25-26
Nock will form a team of teachers to develop a House System Structure and Logistics. Team will also read, study, and analyze House systems across the country, and will visit a local middle school that has already implemented a House system.	BLT	Nock will have documents created for students, staff, and families that support the operation and structure of a House System: • Introduction to a House System • Operational Structure including what, why and how • Staff Road Map for SY 26-27	School Year 25-26

Implement the House system.	BLT Principal/AP	Measured by the following: • Calendar of events implemented • Display & use of point system • Awards systems developed & implemented	School Year 26-27
Measurement Summary By May 2026, Nock Middle School will enhance school climate and culture as evidenced by: • A 3% increase in student attendance rates • A 3% decrease in disciplinary referrals as tracked through School Wide Information Systems (SWIS) data • A 3% improvement in school culture metrics as measured by the Education Commonwealth Project (ECP) survey. By May 2027, Nock Middle School will enhance school climate and culture as evidenced by: • A 3% increase in student attendance rates • A 3% decrease in disciplinary referrals as tracked through School Wide Information Systems (SWIS) data • A 3% improvement in school culture metrics as measured by the Education Commonwealth Project (ECP) survey.			

STUDENT VOICE AND LEADERSHIP GOAL

Goal Summary – In support of our Portrait of a Graduate competencies, Nock Middle School will increase student voice and leadership opportunities, resulting in a 5% increase in approval ratings from students, parents, and teachers regarding student-led conversations (SLC), as measured by the Nock SLC/Showcase surveys and Education Commonwealth Project (ECP) data.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
Collaborative Problem Solvers through structured student-led discussions and projects (SLC/SHOWCASE).	Principal/AP Dialogue Coach	As measured by school-administered surveys on SLC/Showcase & ECP Data.	2025-2027
College and Career Readiness through our college trips and career speaker series.	Principal/AP CAP Advisor	All students will attend three college tours from grades 6-8. Students will participate in at least two Career Speaker Series workshops. All students will be on-boarded into School Links to expose and track their middle school experience before they arrive at NHS.	2025-2027
Civically Engaged students who understand their role in school and community leadership.	Principal/AP Advisory Leaders	As measured by school-administered surveys & ECP Data.	2025-2027

Measurement Summary

Year 1 (May 2026) Progress Indicators

- Establish baseline data on student voice opportunities and current approval ratings on ECP Data
- Launch a minimum of 2 new student leadership initiatives across different grade levels led by the Student Council & Clipper Crew
- Implement 3 celebrations of student recognition

- Achieve a 2.5% increase in approval ratings from students, parents, and teachers on Student Led Conversations (SLC)/Showcase surveys
- 100% of students will be onboarded into SchoolLinks to support tracking and exposure to their middle school experience prior to entering NHS.

Year 2 (May 2027) Final Measurement

- Expand student leadership opportunities to include school-wide decision-making (e.g. blacktop, recess, lunch)
- Implement student-designed showcases in all grade levels
- Achieve the 5% increase in approval ratings from all stakeholders regarding SLCs
- Demonstrate measurable improvements in student voice metrics on the ECP data
- Demonstrate measurable improvements in the impact of student leadership initiatives on school climate and culture.