Berlin-Boylston School Improvement Plan

Berlin Memorial School



2026-2027

Principal:
Christopher Terzigni, M. Ed

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School Advisory Council Members

Name	Role
Christopher Terzigni	Principal, Co-Chair
Keavin Duffy	Parent
Nicole Eidson	Parent
Amanda Nunez	Teacher
Michelle Setterlund	Teacher

School Overview

Berlin Memorial School is a welcoming elementary school in Berlin, Massachusetts, serving approximately 215 students from Pre-K through 5th grade as part of the Berlin-Boylston Regional School District. As a true hub for the Berlin community, our focus goes far beyond strong academics. Our staff works closely with students to build real confidence, foster critical thinking skills, and help them grow into thoughtful, kind community members. Whether building foundational skills in the classroom or collaborating on hands-on projects, our goal is to foster a learning environment where all students feel safe, supported and valued.

School Enrollment Data

Grade	Enrollment
Pre-K	22
Kindergarten	32
1st Grade	32
2nd Grade	34
3rd Grade	23
4th Grade	44
5th Grade	31
Total	**218**

Staff and Faculty Data

- Full time teachers: 17 Full Time (6 Additional Shared Teachers)
- Other Support Staff: 14 Full Time
- Administrative Staff: 2 (1 Shared Staff)

Assessment of class size, student to teacher ratios and ratios to other support staff

Berlin Memorial School maintains favorable staffing metrics that support personalized learning, comparing positively against recent statewide averages.

- **General Education Ratio:** The average student-to-classroom teacher ratio is approximately 16:1, maintaining manageable class sizes despite varying enrollment numbers across grade-level cohorts.

- **Comprehensive Instructional Ratio:** When incorporating dedicated support staff, including Special Educators and Allied Arts Specialists, the overall student-to-teacher ratio improves to roughly 12:1.
- **State Benchmark Comparison:** Both school-level metrics remain highly competitive against the Massachusetts state average class size ratio of 17:1 reported for the 2025-2026 school year.

District Focus Area #1: Teaching and Learning	
Objective: Enhance student achievement and career preparedness across the district by implementing a data-driven, vertically aligned instructional framework that prioritizes foundational literacy, rigorous core academics, and diverse career pathways.	
School Goal 1A: Professional Development and Data-Practices By the completion of the 2026-2027 school year, we will increase staff access to targeted professional development related to research-based strategies in the areas of mathematics instruction, literacy instruction, and the use of data to drive instructional decision making.	
Initiatives	**26-27 Action Plan**
1A.1 Professional Development	• Through ongoing collaboration with District personnel, develop a consistent PD calendar • Engage in actions steps related to the elementary school level from the District Strategic Plan • Provide professional development on the collection of data through the use of mClass DIBELS • Train teachers on Ready Mathematics and the Science of Reading during staff meetings, PLC meetings, coaching sessions, dedicated training opportunities, and other available opportunities for professional learning.
1A.2 Literacy	• Hire a Literacy Coach for the 26-27 School year • Participate in the District Literacy Review in alignment with the PRISM Grant Funding • Aligned literacy practices across all grade levels related to Science of Reading practices and researched-based strategies • Provide at-home literacy supports to build and reinforce literacy skills through a variety of resources
1A.3 Data Review and Collection	• Adopt the mClass DIBELS assessment • Creation of consistent data practices (benchmark data meetings, progress monitoring meetings, etc) in all grade levels
1A.4 PLCs	• Identify a structure to provide time for PLC meetings

District Focus Area #1: Teaching and Learning	
Objective: Enhance student achievement and career preparedness across the district by implementing a data-driven, vertically aligned instructional framework that prioritizes foundational literacy, rigorous core academics, and diverse career pathways.	
School Goal 1B: Implementation of Ready Math Implement with consistency the newly adopted Ready Math curriculum by Curriculum Associates in Kindergarten through 5th grade.	
Initiatives	**26-27 Action Plan**
1B.1 Materials	• Distribute all materials related to Ready Mathematics (Student Worktexts, teacher manuals, etc). • Conduct a materials check-in to ensure all students and staff have the necessary materials periodically throughout the year
1B.2 Pacing	• Create a pacing guide to meet the needs of staff so that all Kindergarten through 5th grade classrooms are delivering instruction consistently and that all grade level instruction is provided within the school year
1B.3 Feedback	• Provide feedback to teachers regarding their implementation of Ready Mathematics regularly throughout the year

District Focus Area #3: Student Support	
Objective: Cultivate a student-centered environment that promotes equity, well-being, and academic growth by institutionalizing comprehensive support systems, diverse instructional models, and expanded opportunities for student agency and extracurricular engagement.	
School Goal 3: MTSS and IST Cultivate a supportive, student-centered culture by implementing multi-tiered systems of support (MTSS) by specifically restructuring the IST (Instructional Support Team).	
Initiatives	**26-27 Action Plan**
3.1 MTSS	• Participate in the action steps related to MTSS within the District Strategic Plan • Explore the alignment of practices of the IST/SST process in alignment with Boylston Elementary School to ensure consistency between the two schools
3.2 IST	• Consistent meetings of the IST (Instructional Support Team) and utilization of the IST referral process to identify and provide support for students and teachers • Identify an IST Facilitator and team members and provide training on the referral process. • Develop digital workflows to enable ease of referral and management of documentation throughout the IST process.