

Jefferson Middle School

School Improvement Plan 2023 - 2024



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Olympia School District

OUR STUDENTS WILL:

1. Be compassionate and kind.
2. Have the academic and life skills to pursue their individual career, civic, and educational goals.
3. Advocate for the social, physical and mental wellness of themselves and others and be hopeful.
4. Have the skills, knowledge and courage to identify and confront personal, systemic and societal bias.
5. Discover their passions, be curious and love learning.
6. Be critical thinkers who contribute to and collaborate with our local, global and natural world

Vision

WE COLLABORATE TO:

- Create safe, caring, and culturally responsive classrooms and schools, and partner with families and the community to support student's academic growth and their social, physical, and emotional well-being;
- Ensure that every student engages in a rigorous curriculum that is implemented consistently within and across schools; to provide inclusive instruction that demonstrates and fosters inquiry, creativity, and positive risk-taking; and
- Monitor and communicate student progress diagnostically and plan instruction after thorough and thoughtful data analysis to ensure each student reaches proficiency.

Then, all students will:

- Demonstrate academic growth in foundational content, skills, and persevering agents of their learning.
- Communicate effectively, think critically, problem-solve creatively, work collaboratively, and evaluate objectively.
- Demonstrate respect for cultural awareness, an appreciation of self, empathy toward others, a sense of responsibility, and commitment to civic engagement.

So that all students are prepared to:

- Face adversity and ambiguity with intellectual skill, open-mindedness, adaptability, courage, and confidence.
- Make informed, just, and ethical decisions; be connected and compassionate citizens who contribute to a diverse global society.

Mission

The Jefferson Middle School's mission is to connect individuals to their success, engage the community in new ways to facilitate student achievement, guarantee a relevant, rigorous curriculum, and assure universal accountability that supports the success of all students.

Core Values and Beliefs About Learning

- All students can learn
- All decisions are made in the best interest of students
- All students learn best when actively involved in the learning process
- Learning will be more successful when learning experiences have meaning for students

Core Value

Jaguars are Fiercely Committed to Excellence.

**Jefferson Middle School
2023-2026 Overarching SIP Vision**

Jefferson Middle School is dedicated to creating an inclusive and supportive environment for its students, strengthening communication with caregivers, improving the quality of education, and using data to inform and guide its efforts to enhance the educational experience. These commitments reflect a holistic approach to school improvement with a strong focus on the well-being and success of the students.

**Jefferson Middle School
2023-2024 SIP Goals**

GOAL 1

COMMUNICATION: Building Community
Expand opportunities to promote a consistent

GOAL 2

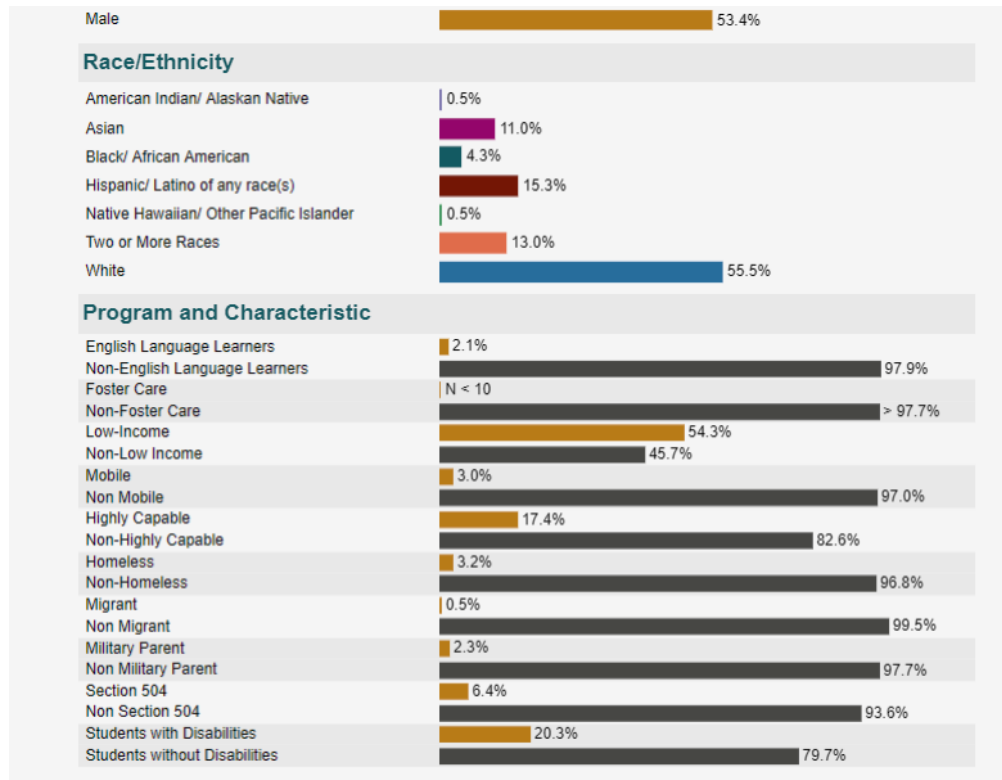
INTEGRITY: Promoting Equity
Develop more opportunities and structures to meet

GOAL 3

RIGOR: Striving for Excellence
Provide learning experiences that

positive climate & culture through communication, collaboration, and social-emotional support	the needs of ALL learners to increase student achievement & access	increase student ownership through relevant, engaging instruction and high Expectations
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School Enrollment Snapshot (2022-2023)



Click for [Data by School & District](#)

Jefferson Middle School Improvement Plan (2023-2024)

GOAL 1 COMMUNICATION: Building Community

OSD Strategic Objective: *Inclusionary practices for a sense of belonging through shared expectations for behavior by employing culturally responsive education core values and MTSS strategies with all students, caregivers, and staff.*

JMS Strategic Objective: *Building Community* - Expand opportunities to promote a consistent positive climate and culture through communication, collaboration, and social-emotional support.

Data/Rationale for Improvement Efforts: The Panorama Survey completed in Spring 2023 indicated opportunities for improved communication with caregivers by administration and classroom teachers.

In examining current communication practices by teachers and administration, it is evident that many teachers maintain up-to-date Skyward grades, learning plans, and Schoology classrooms. However, the practice differs from team to team and, sometimes, from teacher to teacher. Counselors also communicate at home, and teams often collaborate on communication efforts.

The 2023-2024 school year goals aim to develop a more welcoming environment for new caregivers, draw attention to existing communications, and support teachers to maintain consistent communication with caregivers. Finally, the administrative team will work to increase regular communication by administration that highlights the ongoing efforts of each team of teachers.

GOAL 1

By June 2024, 75% of caregivers will report that they are satisfied with the communication offered by JMS staff through survey results.

Action Steps→	Intended Outcomes→	Persons Responsible→
<ul style="list-style-type: none"> Develop and share the Caregiver “How-To” Document 	<ul style="list-style-type: none"> Parents/Caregivers have easy access to the most often-asked questions and most often-needed information 	<ul style="list-style-type: none"> Principal Front office staff
<ul style="list-style-type: none"> Update the website to feature clear and helpful information on the “front” page, with needed links readily available 	<ul style="list-style-type: none"> Parents/caregivers/staff have the opportunity to share information about their student before the student begins at JMS-this information is used during the scheduling process Caregivers RSVP for Caregiver orientation event 	<ul style="list-style-type: none"> Counselor Administration
<ul style="list-style-type: none"> Develop a welcome survey for 	<ul style="list-style-type: none"> Parents share communication Principal 	<ul style="list-style-type: none"> Counselor

<ul style="list-style-type: none"> incoming Caregivers to share communication Develop monthly surveys for students and staff in Homeroom 		<ul style="list-style-type: none"> Administration
<ul style="list-style-type: none"> Host a Parent Orientation Session on communication and supporting students at JMS 	<ul style="list-style-type: none"> Caregivers understand how to access regular communication streams and are aware of the best ways to communicate with staff 	<ul style="list-style-type: none"> Administration Counselor Leadership Team Teachers
<ul style="list-style-type: none"> Send Weekly Principal Newsletter to families, including embedded links to team communication streams 	<ul style="list-style-type: none"> Caregivers receive up-to-date and timely information from the JMS admin Caregivers are aware of existing team communications Metrics from the newsletter are reviewed regularly to assess the effectiveness of communication 	<ul style="list-style-type: none"> Principal Front office staff
<ul style="list-style-type: none"> Support regular communication via: <ul style="list-style-type: none"> Landing pages Newsletters Schoology classrooms Phonecalls/emails 	<ul style="list-style-type: none"> Teams communicate necessary information in a regular and accessible format Caregivers receive personalized phone calls in addition to written communications Updated counselor resources 	<ul style="list-style-type: none"> Administration Counselor Support Staff Teachers
<ul style="list-style-type: none"> Develop and incorporate a feedback process for team and parent meetings 	<ul style="list-style-type: none"> Caregivers have an opportunity to share feedback after in-person meetings 	<ul style="list-style-type: none"> Administration Counselor
Resources Needed→	Supporting Professional Development→	Budget Implications→
<ul style="list-style-type: none"> Parent Square 	<ul style="list-style-type: none"> Website updates by delegated teacher 	<ul style="list-style-type: none"> Budget stipend

Goal 2 INTEGRITY: Promoting Equity

OSD Strategic Objective: Promoting equity through inclusive practices using UDL and culturally responsive teaching.

JMS Strategic Objective: Promoting Equity - Develop opportunities and structures to meet the needs of ALL learners to increase student achievement & access through culturally responsive teaching. Expand the capacity of all educators to analyze data, identify and eliminate equity gaps, monitor student progress, and identify intervention and enrichment learning opportunities. Increase the knowledge and practice of UDL across all classes.

Data/Rationale for Improvement Efforts: While significant strides have been made with regards to increasing UDL implementation, training around tier 1 instructional practices, and intentional application of intervention strategies, student scores were still lagging at the end of last year in Panorama Survey for their sense of belonging. This indicates a continued need to focus on data analysis, building the capacity of all staff to identify gaps in student achievement, identify appropriate intervention strategies, and monitor student progress during intervention cycles.

The 2023-2024 school year goals focus on increasing students' sense of belonging, emphasizing monthly data analysis in Homerooms, intervention strategies, and progress monitoring. Homeroom teachers are an integral component of this goal.

GOAL 2: By June 2024, Jefferson Middle School will expand the capacity of all educators to analyze data, identify and eliminate equity gaps, monitor student progress, and identify intervention and enrichment learning opportunities. This is evidenced by bi-monthly PLC content area meetings, District PLCs, Data meetings, and adjustments to grade level and student achievement groupings based on periodic data reviews. Therefore, there will be a 10% increase in students identifying a positive sense of belonging with the school from the spring 2023 Panorama Survey. Students will take Homeroom surveys each month.

Action Steps→	Intended Outcomes→	Persons Responsible→
<ul style="list-style-type: none"> Analyze subgroup data with the Leadership team at the start of the year Generate groups of students w/PLCs Identify specific goals for grade levels 	<ul style="list-style-type: none"> Initial groupings will include subgroup data with a focus on Lowest 20% High Needs Special Education 	<ul style="list-style-type: none"> Administration SPED Teachers Counselor Leadership Team
<ul style="list-style-type: none"> Identify effective and appropriate intervention/instructional strategies for classes 	<ul style="list-style-type: none"> Students will participate in Homerooms Classes utilizing effective and engaging tools 	<ul style="list-style-type: none"> Administration Counselor Leadership Team
<ul style="list-style-type: none"> Identify and share progress monitoring 	<ul style="list-style-type: none"> Students will participate in regular progress 	<ul style="list-style-type: none"> Administration

<p>resources for each progress monitoring cycle/group</p> <ul style="list-style-type: none"> ● Implement a transparent system of progress monitoring for 	<p>monitoring in Homeroom Groups</p> <ul style="list-style-type: none"> ● Progress monitoring data will exist to guide ongoing interventions and 	<ul style="list-style-type: none"> ● Counselor ● Leadership Team
<ul style="list-style-type: none"> ● Teachers will participate in regular (1x/cycle) data meetings as a grade level 	<ul style="list-style-type: none"> ● Data will exist to support re-teachings, support opportunities, and future interventions 	<ul style="list-style-type: none"> ● Administration ● Counselor ● Team Teachers
<ul style="list-style-type: none"> ● ELA Teachers will participate in Springboard and IXL training 	<ul style="list-style-type: none"> ● Teachers will continue to strengthen tier 1 instructional practices ● Teachers will evaluate instructional materials 	<ul style="list-style-type: none"> ● Administration ● Leadership Team ● Team Teachers
Resources Needed→	Supporting Professional Development→	Budget Implications→
<ul style="list-style-type: none"> ● IXL for math and ELA 	<ul style="list-style-type: none"> ● Training on progress monitoring & CICO 	<ul style="list-style-type: none"> ● Leadership & Assessment Coordinator Stipends

Goal 3 RIGOR: Striving for Excellence

OSD Strategic Objective: *Develop and implement challenging educational opportunities for all students at all levels, to extend student thinking and maximize student achievement.*

JMS Strategic Objective: *Striving for Excellence:* Provide learning experiences that increase student ownership through relevant, engaging instruction and high expectations.

Data/Rationale for Improvement Efforts: The SBA Targeted review revealed that while students were on-task during classes, the depth of instruction was surface level in most classrooms. Learning walk data indicated that students have some opportunities to delve deeply into mastery of content, but this could be increased building-wide. Finally, this data is supported by a more significant number of students than expected continuing to score “Partially Meeting” on both the ELA and math MCAS tests.

GOAL 3: RIGOR - By the end of the 2023-2024 school year, 100% of classrooms observed during learning walks will provide or sustain “engaging instruction” and “student ownership of learning.”

Action Steps→	Intended Outcomes→	Persons Responsible→
<ul style="list-style-type: none"> Engage in Tier 1 Training <ul style="list-style-type: none"> Math - Illustrative ELA - Springboard Homeroom - Monthly/Weekly/Daily Lessons 	<ul style="list-style-type: none"> Staff have a shared understanding of goals for each subject area and standard. 	<ul style="list-style-type: none"> Administration Leadership Team Team Teachers
<ul style="list-style-type: none"> Develop a consistent schedule of walk-throughs, observations, and building learning walks for the JMS admin team. Review observation data and building learning walk data as a building team Learning Walk data analyzed by the admin team, outcomes, and instructional strategies discussed at data and curriculum meetings 	<ul style="list-style-type: none"> Data repository from formal observations Building PD plan based on building findings 	<ul style="list-style-type: none"> Administration Leadership Team
<ul style="list-style-type: none"> Dedicate time during Team and Content Meetings to focus on sharing best practices around student engagement and student ownership 	<ul style="list-style-type: none"> Instruction for educators based on observational findings 	<ul style="list-style-type: none"> Administration Leadership Team

Resources Needed→	Supporting Professional Development→	Budget Implications→
<ul style="list-style-type: none"> • District Coaches/T & L • Access to curriculum resources 	<ul style="list-style-type: none"> • Targeted PD related to the curriculum • Time for each content area to work together 	<ul style="list-style-type: none"> • Consultant fees • Coaching Availability

ELA	MATH	SCIENCE	SEL / Homeroom
<p>By May 15, 2024, 80% of students who scored proficient or below will improve one level on CER (Claim-Evidence-Reasoning) assessments. ELA teachers will use Step Up to Writing. Students receiving services will demonstrate growth on CER ELA assessments.</p>	<p>By May 15, 2024, 80% of students who scored proficient or below will improve one level on CER (Claim-Evidence-Reasoning) assessments. Students receiving services will demonstrate growth on CER MATH assessments.</p>	<p>By May 15, 2024, 80% of students who scored proficient or below will improve one level on CER (Claim-Evidence-Reasoning) assessments. Students receiving services will demonstrate growth on CER SCIENCE assessments.</p>	<p>By spring 2024, there will be a 10% increase in students identifying a positive sense of belonging with the school from the spring 2023 Panorama Survey. Students receiving services will demonstrate growth on Homeroom surveys done each month.</p>
Students Receiving Services		Incorporating Poverty Awareness	
<p>The staff at JMS is committed to providing high-quality, inclusive education to students with accommodations. We will emphasize personalized, data-driven approaches and highlight the importance of culturally responsive education. Collaboration among teachers and special education teams is a key component of this effort, and it aims to create a positive and effective learning environment for all students, including those who require accommodations.</p>		<p>JMS staff will have a multi-faceted approach to supporting struggling students due to a lack of a support system and aims to create a more inclusive and supportive educational environment by building relationships, improving attendance, reducing disciplinary issues, and promoting poverty awareness. This approach can provide all students with a more holistic and compassionate educational experience.</p>	
Jefferson Middle School Overarching SIP Vision 2023-2026			
<p>Jefferson Middle School is dedicated to creating an inclusive and supportive environment for its students, strengthening communication with caregivers, improving the quality of education, and using data to inform and guide its efforts to enhance the educational experience. These commitments reflect a holistic approach to school improvement with a strong focus on the well-being and success of the students.</p>			

JMS School Site Council 2023-2024

Jane Allaire, Principal

TBD: Staff, Student(s), Caregiver(s)

Tentative date for the first meeting will be in November after conferences