



Oxford Middle School
 School Improvement Plan
 2019-2020

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Theory of Action: We believe that if there is a clear focus on the effective delivery of an aligned curriculum by high quality teachers who employ the use of student data to drive instruction, established in a community with a shared vision for success and high academic and behavior expectations, students will be engaged and learn at proficient and advanced levels, leaving OMS PREPARED FOR HIGH SCHOOL.

Goal 1: To develop a shared culture and vision of success with both staff and students that will foster effort, productivity, communication and problem solving and aide in supporting successful change and improvement efforts.

Action Steps	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Create and implement a survey to collect data from both staff and students to identify the overall culture of the building currently.	Administration and Guidance Staff	-Solicit input for all staff members and students/stakeholders on the core values to be included in the school vision. - Review results of baseline survey given in the fall of 2019.	Survey should be drafted over the summer of 2019 and given to all staff and students in August-September of 2019.	Implementing a school vision is a continuous process that involves all stakeholders. This vision should drive the focus of our building for the next 3-5 years and the information and data gathered in the survey process will drive this.	No cost to the district
Using data from staff and student survey, develop	Administration, Guidance Staff, all teaching and	-Collaborate with school leadership to draft a school vision	September 2019	See Above	No cost to the district



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<p>schoolwide norms and expectations for both staff and students.</p>	<p>support staff</p>	<p>statement based on input gathered from school survey. -Communicate and present a draft of the vision statement to all staff in order to allow for revision and input.</p>			
<p>Promote and execute the vision of success for OMS based on newly established norms and ideals developed by staff and administration.</p>	<p>Administration, all teaching and support staff, students.</p>	<p>-Unveil the school vision statement to all stakeholders in order to ensure awareness of the intended direction for the school. - Ensure the vision statement is visible. -Administration should monitor use of norms among staff and students through observation and collaboration and ongoing training.</p>	<p>No later than October 1 of 2019.</p>	<p>Ultimately we will be successful if we develop a vision and culture at OMS that connects with all stakeholders, assesses and addresses schoolwide needs, and when staff lives, breathes and models the vision for all students and community members daily.</p>	<p>No cost to the district</p>



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Goal 2: Develop a data driven culture that builds the capacity of OMS educators to monitor all improvement efforts and make data based decisions for teaching and learning.

Action Steps	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Adopt and implement a data review process in order to develop data literacy norms among all teaching staff.	Administration, Department Heads, teaching and support staff	-Administration, through research, will decide on and adopt a data protocol to be used at OMS.	July 2019-August 2019	This protocol will be used to develop data norms and also to develop training for all OMS teaching staff.	No cost to the district at this time

Goal 3: Ensure that a focus on social emotional learning and development is reflected in each classroom by both staff and students.

Action Steps	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Adopt and implement an SEL/Responsive	Administration, Guidance	-Research and adopt program to address SEL and Responsive	July 2019-September 2019.	-If implemented with fruition, using SEL and Responsive	As of right now, no cost to the district or cost will be



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<p>Classroom program, engaging diverse stakeholders in the process to identify shared priorities.</p>		<p>Classroom. -Develop protocols and trainings for staff and students.</p>		<p>Classroom will help promote self awareness, social awareness, responsible decision making, self-management, and healthy relationships among staff and students which in turn will promote a positive learning environment for all.</p>	<p>minimal (materials, etc.) due to the availability of online resources.</p>
<p>All staff will be trained on SEL and the competencies with ongoing district and school planning programming and evaluation.</p>	<p>Administration, Department Heads, all teaching and support staff</p>	<p>-Ensure staff has a common understanding of the 5 Competencies of SEL through training, observation, and collaboration. -Implement and monitor through observations use</p>	<p>September-June 2020</p>	<p>Staff will be able to identify, use and model the 5 competencies in their classroom and their lesson planning. SEL and Responsive classroom will become an intricate part of our everyday culture at OMS.</p>	<p>As of right now, no cost to the district or cost will be minimal (materials, etc.) due to the availability of online resources.</p>



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		of SEL/Responsive Classroom in teaching practices across all disciplines. -Staff will infuse SEL competencies into curriculum.			
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Goal 4: To improve student achievement by ensuring access to rigorous curriculum and high quality instruction in all classrooms.

Action Steps	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Staff will use a variety of assessment data,	Administration, Department Heads, teaching and	-Using the adopted data protocol, staff will continually	November-June 2020	-Using data to improve teaching and learning in all	No cost to the district



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<p>and the data protocol, to identify areas of need and learning gaps and to adjust instruction in all classrooms.</p>	<p>support staff</p>	<p>track student process, analyze assessment data, and use this data analysis to draw conclusions about and adjust instruction in the classroom setting. -Administration and Department heads will work with teaching staff to ensure that the data protocols are being used effectively in all academic classrooms.</p>		<p>classrooms and grade levels. -Encourage teachers to reflect on their own practices to help all students see success.</p>	
<p>Staff will continue to collaborate and share best practices across grade levels and curriculums though learning walks and Pineapple</p>	<p>Administration, Department Heads, teaching and support staff</p>	<p>-Administration will ensure that all staff is familiar with the Pineapple Charting Process at the beginning of each school year. -Teachers will</p>	<p>September-June 2020</p>	<p>The desired outcome is to continue to encourage teaching staff to have meaningful conversations about their practices, learn</p>	<p>No cost to the district</p>



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<p>Charting initiatives.</p>		<p>voluntarily sign up to be observed. -Administration will encourage classroom visits and follow up discussions through reminders, discussions with staff, and ongoing monitoring of the pineapple chart. - Administration will share anonymous feedback from staff with all stakeholders.</p>		<p>from each other, and reflect on their own practice through their work with their colleagues to improve teaching and learning.</p>	
<p>Administration, through the observation process will provide feedback to encourage the self-reflection and growth of all</p>	<p>Administration</p>	<p>-Administration will engage in meaningful conversations about standards of practice within teacher evaluation.</p>	<p>September-June 2020</p>	<p>-Administrators, through the cycle of observation and feedback, will develop a consistent definition of good teaching and</p>	<p>No cost to the district</p>



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teaching staff.		- Administration will engage teachers in reflection and self-assessment as the vehicle for teacher growth and development.		learning that will enhance the overall success of students at Oxford Middle School.	
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