

**Brockton Public Schools
Brockton, Massachusetts**

**TITLE I
SCHOOLWIDE
IMPROVEMENT
PLAN
2009 - 2010**

**Principal
Barbara J. Lovell**

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III. MISSION AND VISION STATEMENTS

MISSION STATEMENT of BROCKTON PUBLIC SCHOOLS

The mission of the Brockton Public Schools is to provide education of the highest quality that motivates all students to excel, meets their individual needs, and prepares them for the future.

Ashfield Middle School Mission

Using the *Focus on Results* document, created by the Brockton Public Schools, teachers and students will adhere to the 9 standards for classroom instruction to provide high quality, research-based instruction for all students at every level.

Ashfield Middle School Vision

All students will be proficient in ELA, Math and Science as evidenced by MCAS.

IV. SCHOOL COUNCIL ROSTER

This School Council has reviewed the school's budget including the professional development allocations.

Name and Position

Signature

Barbara J. Lovell _____
Principal

Linda Callahan _____
Teacher

Wendi Washburn _____
Teacher

Jennifer Fontaine _____
Teacher

Debora Ricci _____
Parent

Lawrence Risko _____
Parent

Lisa Garceau _____
Parent

Ines Vieira _____
Parent

Rob King _____
Community Member

Cheryl King _____
Community Member

V. DESCRIPTIVE DATA

A. Ashfiled Middle School Student Demographics

General Demographics	2009-2010
Male	234
Female	200
Total	434
Race	2009-2010
African American	188
Asian	17
Hispanic	40
Native American	1
White	178
Sub groups	2009-2010
First Language not English	54
Limited English Proficient	54
Low-income	210
Retentions	4
Special Education	2009-2010
General Ed Modified	21
Up to 20% Separate	8
21-60% Separate	30
Substantially Separate	0
Total	59

Academic Support Programs:

- Read 180
- 21st Century Learning Centers
- Project G.R.E.A.T
- National History Day
- Science Fair
- Homeroom Enrichment
- PLATO lab
- RM Math/Smart Board

Student Enrichments Programs:

- After School Programs
- Student Council
- School Newspaper
- Peer Leaders and Peer Mediation
- Intramural Athletic Program
- Interscholastic Team Sports
- Band and Chorus Program
- Drama Club

**Ashfield Middle School
MCAS Results**

There are no results at this time as this is the first year of the school.

VI. RESULTS AND DISCUSSION

ATTAINMENT OF 2008 - 2009 GOALS

There are no results at this time as this is the first year of the school.

VII. School Goals and Action Plan Aligned with Brockton Public Schools Roadmap Goals 2009-2010

English Language Arts: The Ashfield Middle School will increase the performance of its grade 6 and grade 7 students so that all students are proficient in ELA on the 2010 MCAS test.

Math: The Ashfield Middle School will increase the performance of its grade 6 and grade 7 students so that all students are proficient in ELA on the 2010 MCAS test

Brockton Public Schools Roadmap Goals

Goal 1:

Set specific, measurable student performance goals at the district, school, and classroom level.

Goal 2:

Ensure that high-quality written curriculum is in place at all grade levels, that it is aligned to state standards, and that it is regularly reviewed and refined.

Goal 3:

Ensure that best practices in standards-based instruction are being used in all classrooms.

Goal 4:

Implement a comprehensive program of formative and summative assessments at all levels and use the information from assessments to make changes in instruction.

Goal 5:

Monitor student performance and program implementation at the district, school and classroom levels.

SCHOOL ACTION PLAN 2009-2010

Goal 1: Set specific, measurable student performance goals at the district, school, and classroom level.

School Improvement Objective:

1. Teachers will develop student performance goals for groups of students and individual students
2. Teachers will review MCAS and Unit test and common assessment data for each class and set targets for improvement in each class and/or each subgroup within the class.
3. Teachers and administrators will use testwiz.net to collect and view data related to assessments in order to set performance goals for students or groups of students

Student Improvement Objective:

Students will know what their goal is and what steps they will need to take to attain the goal

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Professional development will be given during grade level meeting time on writing objectives which contain performance criteria and conditions and language objectives	Principal, Assistant Principal, and IRS	Local Funds	September - October 2009	Administrative observation, notes and materials from grade level meetings
Administrators will follow up objectives training with classroom visits, and work individually with teachers to improve objectives.	Principal, Assistant Principal, and IRS	Local Funds	September 2009-October 2010	Administrative observation, lesson plans, posted objectives
Data from MCAS, unit and benchmark tests will be analyzed by grade level teams before setting goals.	Principal, associate principal, IRS, classroom teachers	Local Funds	September 2009-June 2010	Administrative observation, plan books, notes from department meetings
Teachers, administrators and department heads will work together to investigate Testwiz.net and its uses for reviewing data.	Principal, associate principal, IRS	Local Funds	September 2009-June 2010	Administrative observation, plan books, notes from department meetings

SCHOOL ACTION PLAN 2009-2010

Goal 2: Ensure that high-quality written curriculum is in place at all grade levels, that it is aligned to state standards, and that it is regularly reviewed and refined.

School Improvement Objective:

1. Teachers will engage in common planning of standards-based units.
2. Lessons will be aligned with district curriculum maps and pacing guides.
3. Instructional resources will be reviewed and aligned to meet state standards.

Student Improvement Objectives:

Students will participate in lessons aligned to the state standards and pacing guides in order to succeed on common assessments.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Teachers will meet for 45 minutes each day at grade level meetings, to plan common lessons that follow the pacing and curriculum guides	Classroom teachers, IRS, principal	Local funds	September 2009-June 2010	Agenda items, professional readings
Administrators will review lesson plans and make changes as needed to ensure proper alignment with district and state curricula	Principal, assistant principal, IRS	Local funds	September 2009-June 2010	Collected plans, and antidotal notes
The instructional resource specialist will work with department heads to provide resources to teachers to allow all students equal access to the curriculum.	IRS, district department heads and coordinators.	Title I funds	September 2009-June 2010	Differentiation of materials for the different students for the same lessons, classroom observation
Teachers will work as a group to select appropriate pedagogical approaches to improve focus on analysis, application and evaluation of content to meet the state standard.	Teachers, IRS, Principal	Local funds	September 2009-June 2010	Lesson plans, walkthrough guide results, administrative observation.

SCHOOL ACTION PLAN 2009-2010

Goal 3: Ensure that best practices in standards-based instruction are being used in all classrooms.

School Improvement Objective:

1. Teachers will adhere to The 9 Standards for Instruction published by the Brockton Public Schools.

Student Improvement Objectives:

1. Students will be instructed using a variety of pedagogical approaches to aimed at increasing student achievement.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Publish and distribute copies of the 9 standards of instruction and the district walkthrough guide.	Principal	Local funds	September 2009	Copies to each staff member
Provide professional development for the 9 standards of instruction and the district walkthrough guide documents, follow up with classroom visits and individual teacher training if needed.	Principal Follow up by, Principal, IRS, assistant principal, district department heads	Local funds	September 2009-January 2010	Agenda and notes from PD meetings, descriptive notes from walkthroughs
Following walkthrough visits review the descriptive notes with the faculty and note areas in need of improvement regarding classroom practice.	ILT	Local funds	September 2009-June 2010 4x annually	Descriptive notes
Create a share a PowerPoint presentation regarding professional learning communities,	Principal	Local funds	September 2009-June 2010	Agenda and notes from PD meetings
Establish a practice of shared readings and protocols and regarding best practices	Principal	Local funds	September 2009-June 2010	Agenda and notes from PD meetings

SCHOOL ACTION PLAN 2009-2010

Goal 4: Implement a comprehensive program of formative and summative assessments at all levels and use the information from assessments to make changes in instruction.

School Improvement Objectives:

1. Data will be collected formally and informally throughout the class and changes made according to student needs
2. Common summative assessments will be used by teachers of the same subject and grade
3. Instruction will be modified to meet the needs of students according to data

Student Improvement Objectives:

Students will be instructed according to their needs as evidenced by assessment data.

Students will participate in interventions specifically targeted to address areas of weakness based on data

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Professional development will be given on dip-sticking and other forms of checking for understanding as part of the PLC readings	Principal, assistant principal, , IRS	Local Funds	October 2009	
Administrators will follow up PD with classroom visits and provide individual tutoring for teachers if needed	Principal, assistant principal, , IRS	Local funds	October-November 2009	Note cards of teachers room and dates of visits
Teachers will meet as departments to monitor data and make adjustments to lesson plans based on data	Classroom teachers, principal	Local Funds	September 2009 – June 2010	Department meeting agendas,
Administrators will meet with teachers individually to review results of unit tests and benchmark exams.	Principal, assistant principal, classroom teachers	Local Funds	September 2009 – June 2010	Notes from teachers, plans created to address gaps in achievement

Teachers will meet with math lab and science lab teachers to create lessons to address areas of weakness	Specialists, and classroom teachers	Local Funds	September 2009 – June 2010	Department meeting agendas
Teachers will share data with parents and students regarding achievement	Classroom teachers	Local funds	September 2008 – June 2010	Report cards, bi-weekly reports, ISSP's
Teachers will include data from classroom tests with guidance as part of student informational meetings.	Classroom teachers, guidance counselors	Local funds	September 2008 – June 2010	Report cards, bi-weekly reports, ISSP's
Professional development will be given on the use and availability of interventions to address areas of weakness	Classroom teachers	Local funds	September 2008 – June 2010	Department meeting minutes and agendas
Teachers district department heads and building administrators will investigate and share information about new forms of assessment including the RISE, & SRI	Teachers district department heads and building administrators	Local Funds	September 2008 – June 2010	Meeting agendas, and minutes

SCHOOL ACTION PLAN 2009-2010

Goal 5: Goal 5:

Monitor student performance and program implementation at the district, school and classroom levels.

School Improvement Objectives:

Teachers and Administrators will work closely with district level department heads to implement programs with fidelity.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Teachers will be allotted resources and supplemental materials to support curriculum implementation	Principal	Local funds	As needed	Classroom inventories of materials for each subject.
Teachers will be given in class support when needed to help remediate and differentiate instruction.	Math specialist, IRS, principal, department heads	Title I funds	September 2009 – June 2010	Schedules from supporting teachers
Building administrators will walkthrough classes daily to observe faithful program implementation and give feedback to the teachers when possible	Principal, assistant principal	Local funds	September 2009 – June 2010	Note card observations
District level walkthrough teams will be encouraged to expand upon feedback and suggestions for improvement	Principal, district-wide administrators	Local funds	September 2009 – June 2010 4 x yearly	Descriptive notes from team

VIII. School Climate and Citizenship Goal

ACTION PLAN

Goal: To create and maintain a positive, safe school atmosphere.

Needs Assessment:

Ashfield School currently has not had any recorded violent or aggressive acts and would like to maintain the current non-violent culture.

Objective: To continue to involve students in activities to provide alternatives to violence'

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
1. Administrators and teachers will be out in hallways, classrooms and outside of the building during passing and dismissal each day	Entire School staff	Local Funds	2009-2010	Visual observations
2. Selected students will participate in peer mediation training and then conduct mediations as needed.	Peer mediation advisors	Local funds	2009-2010	Number of students who request peer mediations
3. Teachers will participate in professional development targeted at improving classroom management, establishing and maintaining routines and procedures, and consistency in enforcing the discipline code.	Associate principal, IRS, assistant principal	Professional Development	2009-2010	Prof. Dev. evaluations, posted procedures in classrooms
4. Peer Leaders and peer mediators groups will organize activities to promote school spirit.	Peer group advisors	Local funds	2009-2010	Posters and essays teacher evaluation

VIII. School Climate and Citizenship Goal

ACTION PLAN

Goal: To attain the appropriate attendance needed to make AYP, in both the aggregate and subgroups.

Objective: To increase and maintain the attendance of subgroups to 93% or better.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Weekly reports will be run by subgroup to monitor attendance	Associate principals, guidance	Local funds	2009-2010	Monthly attendance reports
Parent liaisons will call homes of students who are absent from school	Parent liaisons, school secretary	Local funds	2009-2010	Monthly attendance reports
Administrators and guidance counselors will inform teachers during cluster meetings of students who have chronic attendance issues and ask them to make connections to those students	Principal, associate principals, guidance counselors and classroom teachers	Local funds	2009-2010	Monthly attendance reports

IX. Appendix

A. Title I Components

1. Ongoing Professional Development

THE PROFESSIONAL DEVELOPMENT PLAN FOR THE BROCKTON PUBLIC SCHOOLS

The Education Reform Act of 1993 directs the State Board of Education and the Commissioner of Education to establish an annual statewide plan for professional development. In addition to the statewide plan for professional development, the Education Reform Act requires school districts to develop annual professional development plans.

The goal of the Professional Development Plan for the Brockton Public Schools is to insure high standards, high expectations and high achievement for all by providing meaningful, ongoing opportunities with a broad range of activities appropriate to the varied needs of individuals, schools and the district as a whole.

In order to address school and district goals, the amended recertification regulations require educators to align their Individual Professional Development Plans with school and district improvement goals. Additionally, except for those who received standard certification between 10/1/94 through 6/17/99, educators are required to obtain supervisor approval and endorsement indicating that 80% of the professional development points are consistent with the educational needs of the school and/or district.

Teacher recertification is achieved through the completion of eligible professional development programs and activities designed to support and increase student learning. Under the new regulations, educators will need to earn professional development points (PDPs) that are relevant and meaningful to their teaching or administrative duties.

The Brockton School Department has been designated as an approved Professional Development Provider by the Department of Education. As a provider, the system will offer professional development opportunities to assist all professional staff in meeting recertification requirements. Professional Development Points will be issued for appropriate activities. Guidelines for receiving PDPs, a listing of some of the offerings for this school year, and specific information on registering for each offering are distributed annually to teachers.

The Professional Development Plan of the Brockton Public Schools provides for a wide variety of opportunities for professional growth, which will:

- ◆ align professional development activities with the educational goals of the school district, the school, and the individual educator
- ◆ promote excellence in teaching and learning in all areas of the curriculum

- ◆ provide access for all students to challenging, engaging educational experiences which prepare them for the future
- ◆ create a learning environment that reflects understanding, acceptance and appreciation of all cultures and learning styles
- ◆ enhance an individual's ability to perform as an educator
- ◆ include training for other members of the school community
- ◆ reflect the Massachusetts Curriculum Frameworks.

High quality professional development should include

- ◆ integration of the Massachusetts Curriculum Frameworks
- ◆ support of the goals of the district, the school and the individual educator
- ◆ opportunities for reflection and processing
- ◆ collegiality and collaboration across and within professional roles and responsibilities
- ◆ expansion of educators' knowledge of subject matter
- ◆ incorporation of research-based strategies for teaching, learning, and assessment
- ◆ discipline-specific and interdisciplinary approaches to teaching, learning and assessment that reflect increased student achievement
- ◆ participant involvement in the design, implementation and evaluation of professional development programs and activities
- ◆ encouragement of and support for experimentation and risk taking
- ◆ follow-up that focuses on the application of professional development to the improvement of student learning
- ◆ opportunities for training for members of the school community, classroom paraprofessionals and others
- ◆ strategies for reaching out to and involving families and the community
- ◆ support of school improvement plans.

2. Strategies to Attract High-Quality, Highly Qualified Teachers

The Brockton Public Schools makes every effort to attract and recruit highly qualified teachers for all of the Brockton Educational Programs.

Some of the strategies that are used by the Human Resource Department of the Brockton Public School System are the following:

- We place advertisements for available positions in the Boston Globe, South Shore Enterprise, Patriot Ledger and cultural specific and diverse newspapers.
- The Brockton School Department sends representatives to the educational job fairs that are held through out the New England Region. Examples of such events are:
 - Massachusetts Educational Recruitment Consortium (M.E.R.C.)
 - Rhode Island Consortium for Educators (R.I.C.E.)

New England Minority Network (NEMNET)
New England Association for Employment in Education (NEAEE)
Job Fairs held at Boston College, University of Massachusetts
at Amherst, and Bridgewater State College

- The Brockton School Department also uses national teacher employment web sites for job postings
- Campus interviews are also conducted at Bridgewater State College, Wheelock College, Lesley University, University of Massachusetts and Providence College. Certified candidates are invited to interview with principals and other administrators involved in the hiring process where openings exist.
- Available positions are also posted in national trade papers e.g. Education Week

3. Transitions from Preschool to Kindergarten and from Kindergarten to Grade One

Preschool to Kindergarten

The Preschool to Kindergarten Transition form is used in the Brockton Public Schools preschool classes, the Head Start Program and in all community childcare centers for their students entering the Brockton Public Schools kindergarten. During the 2002-2003 school year the use of this form was extended to the community family childcare homes. Once the forms are completed they are returned to the Early Childhood Coordinator. The Early Childhood Coordinator is responsible for getting the transition forms to the appropriate kindergarten.

Kindergarten to Grade 1

In the 2007-2008 school year, the Kindergarten to Grade One Transition Form is used on a system-wide basis and in all community kindergarten programs. The Early Childhood Coordinator is responsible for getting the transition forms to the appropriate grade one school.

School Readiness Committee (SRC)

The School Readiness Committee includes some of the members of the Early Childhood Curriculum Committee as well as: preschool, kindergarten and grade one parents; a representative from the Brockton Community Partnership for Children Council; and representatives from the following: the Head Start Program a private preschool, a private kindergarten, an after school program, a School Council, and a Bay State Readers grant representative. The School Readiness Committee will meet five times this year to work on the following initiatives:

- Collaboration and communication between and among the various early childhood community programs
- Family involvement activities
- Transition from preschool to kindergarten and from kindergarten to grade one

Early Childhood Articulation Committee

The Early Childhood Articulation Committee is established for the purpose of discussing a variety of curriculum issues in the area of preschool, kindergarten and grade one. Representatives from the three grade levels will meet to focus on continuity of curriculum, best practices in early childhood and transitions. Members from community preschool, kindergarten and grade one programs are invited to join this committee.

4. Coordination and Integration of Federal, State and Local Services and Programs

The Brockton Public Schools uses multiple funding sources to provide services and programs throughout all schools in the district.

The district has established pupil to teacher ratios at specific grade span splits. Classroom and content teachers are then assigned to each school to support the established pupil to teacher ratio. Each school is provided with local funds to purchase instructional materials and supplies. The allocation for these expenses is based on the per pupil enrollment of each school.

The Brockton School District also provides to each school a Challenge for Change Grant. Local funding for these building-specific professional development activities is allocated through the superintendent's office

Additional services and programs are provided to every elementary school in Brockton through the following Federal Grants:

Title I Part A Direct Instruction Model and Computer labs, lab managers and IRS positions

Title II Part A Improving Educator Quality Classroom-size Reduction, Teacher Mentoring Program, Educational Leadership and Professional Development Activities

Title II Enhancing Education Through Technology

Title IV Safe and Drug Free Schools (Violence Prevention, Drug Awareness, Second Steps and Nutrition Education)

Title V Innovative Programs

Title X McKinney-Vento (Education of Homeless Children)

I.D.E.A. Special Education Grant

Other Federal Grant programs that provide services to specific schools are:

21st Century Grant

Title III Bilingual Education

Perkins Occupational Education Grant

Smaller Learning Communities

Comprehensive School Reform Grants

Title I SINI Grants

Title I Achievement Grants

The state also provides support through the following grants:

MCAS Support Programs - All schools

Massachusetts Classroom-size Reduction Grant - Elementary Schools

Summer Success

Community Service Learning

Enhanced School Health Services

Early Childhood Grant

5. Parental Involvement

TITLE I Parent Involvement Action Plan

Needs Assessment: Research has shown that strong home school partnerships foster higher student achievement

Objective(s)

1. To meet the standards for parent involvement established by the No Child Left Behind Legislation
2. To provide opportunities for parents to be actively involved in the education of their children at home, in school and within the community

Activity and / or Professional Development	Department(s) / Person(s) responsible	Resource(s) / Funding Source	Timeline	Evaluation
<p>1. Home School Connection Newsletter provided in English, Spanish, Portuguese and French Creole will be distributed citywide. Information contained in this newsletter will build the parents' capacity to be successfully and effectively involved in their children's education.</p>	<p>Title I Dept. Head Katie Shea</p> <p>Parent Information Specialist Jane Feroli</p> <p>Bilingual Coordinator Jose Pinheiro</p> <p>Parent Liaisons</p>	<p>Title I</p> <p>Parent Information Center</p> <p>Bilingual Department</p>	<p>Sept. 2008 – June 2009</p>	<p>Sign off sheets and responses to two way communication form</p>
<p>2. Reading Connection Newsletter to support reading development at home beginning & intermediate editions</p>	<p>Title I Dept. Head & Teachers,</p> <p>Principal Parent Institute</p>	<p>Title I</p>	<p>Sept. 2008 – June 2009</p>	<p>Parent responses and comments</p>

3. Web Page with daily parenting tip, resource library to ask the experts, and pictures with an accompanying description of parent/child activities conducted by Title I in the various schools across the city.	Title I Dept. Head Katie Shea Webmaster Kathy Ettinger	Title I Local Funds	Sept. 2008- Sept 2009	Number of hits on the web page
4. Good News Post Cards to keep parents informed about the progress of their children and to forge strong home school partnerships.	Title I Teachers All staff in Title I Buildings	Title I	Sept. 2008-June 2009	Parent and child reactions and comments Number of post cards sent
5. Annual Title I Meeting – held in all Title I Schools to make parents aware of their rights, roles and responsibilities. Further, information will be shared concerning school improvement goals, performance profiles, curricula, home school compacts, ways to assist children in learning, as well as, opportunities to be involved. Parental input will be sought in regard to program planning, implementation and review.	Title I Dept. Building Principals Building Staff	Title I	Sept.-Nov. 2008	Attendance Sheets Evaluations
6. Title I Family Book Bag Program to encourage parents to be the at home teachers of reading while learning important reading strategies to help their children achieve.	Title I Dept. Head Katie Shea Title I Teachers Building Staff	Title I	Sept. 2008-June 2009	Parent evaluations, attendance, response sheets
7. Bingo for Books – to meet the requirements of the Title I Law, keep parents informed about the curricula, and to provide parent training based upon individual school improvement goals.	Title I Dept. Head Katie Shea	Title I Community Partner	Sept. 2008-June 2009	Attendance sheets Evaluations

	Building Staff			
8. Assistance in planning, preparing, supporting and presenting workshops for parents to address the individual needs of Title I buildings	Title I Dept and Staff Building Staff	Title I	Sept. 2008- June 2009	Successful implementation of programs
9. Positive contacts made to the home each week in the form of notes, phone calls, post cards, or 1 on 1 chats	Title I Teachers	Title I	Oct. 2008-May 2009	Title I Dept. Head Outreach Logs
10. A minimum of two parent meetings per year conducted by Title I Teachers to address the needs of parents, school improvement goals, and/or to build the parents capacity as communicators, supporters, teachers, learners, and decision makers.	Title I Teachers	Title I	Oct. 2008-June 2009	Title I Dept. Head Attendance sheets Parent Evaluations
11. Parenting Tips on WBET radio	Title I Dept. Head WBET Staff	Title I	Sept 2008-June 2009	Parent Comments
12. Parent /Child activities such as Book Cooks and Language Arts and Crafts to provide training that addresses the needs identified in the individual school improvement plans	Title I Dept. Head Building Staff Support Personnel	Title I	Oct 2008-May 2009	Attendance Sheets Evaluations

B. School Council Minutes

