Dr. Paul Nettle Middle School
School Improvement Plan

2021-2023

SCHOOL VISION
The Nettle staff, in partnership with our community, parents and students will strive to meet and exceed academic and developmental goals for all learners through a positive and consistent school climate in order to prepare them for college and careers using 21st century skills.

SCHOOL MISSION STATEMENT
The Nettle Middle School Community will nurture the development of responsible, respectful, and thoughtful citizens for life in an increasingly independent global society. We will create safe learning environments in which students are challenged to explore, create, make decisions, and actively participate in and be accountable for their learning.

THEORY OF ACTION
If the Nettle Middle School builds strong relationships, focused on each child's health, safety, and engagement, while supporting, challenging, and connecting them to the school and broader community then we will create a shared vision of success that will spark the desire to learn and achieve.

Strategic Objectives			
I. Whole Student	**II. Equity/ Access/ DEI**	**III. Researched Based, Data Driven**	**IV. Community Partnership**
Build strong relationships with each student, and provide each student with the academic, social, emotional and behavioral health support necessary for success.	Provide rigorous, joyful, engaging and culturally relevant experiences for all students and educators.	Work as a flexible and adaptable learning organization that uses data to support a continuous improvement process, accountability, expectations	Expand and strengthen meaningful partnerships with families and the businesses, higher education institutions, city, and community organizations for all students

I. Whole Student Build strong relationships with each student, and provide each student with the academic, social, emotional and behavioral health support necessary for success.	

Goal 1	Build out the Student Support Team (SST)
	
	Benchmarks
	1. Establish team
	2. Create streamlined referral process
	3. Execute intervention cycles
	
	Person(s) conducting activities and/or ensuring implementation
	  - Principal
	  - Assistant Principal
	  - ETF
	  - Student Support Team members
	
	Needs to Achieve Goal
	  - Meeting time
	  - RTI resources
	  - 2022-23 Scheduling for Team

Goal 2	Explore and implement restorative justice practices in our school
	
	Benchmarks
	1. Train staff to run community circles
	2. Monthly community circles during success block
	3. Review alternatives to suspension with restorative practices
	
	Person(s) conducting activities and/or ensuring implementation
	  - Principal
	  - Assistant Principal
	  - At-risk team
	
	Needs to Achieve Goal
	  - Meeting time
	  - Monthly circle template
	  - Schedule for success block circles

II. Equity/Access/DEI Provide rigorous, joyful, engaging and culturally relevant experiences for all students and educators.	
Goal 1	Strengthen differentiated instructional practices Benchmarks

	1. Create school-wide SMART goal for differentiation 2. PD for differentiation 3. Provide training on DCAP Person(s) conducting activities and/or ensuring implementation - Principal - Assistant Principal - Instructional Coaches Needs to Achieve Goal - PLC time - Access to instructional coaches - Faculty meeting time
Goal 2	Provide Culturally Responsive Teaching PD Benchmarks 1. Identify pilot group #2 for adaptivex PD 2. Provide teacher-led PD for culturally responsive teaching 3. Begin Equity Imperative modules Person(s) conducting activities and/or ensuring implementation - Principal - Assistant Principal - Adaptivex pilot team Needs to Achieve Goal - Meeting time - Access to adaptivex curriculum - Access to Equity Imperative curriculum

III. Researched-Based Data - Driven Work as a flexible and adaptable learning organization that uses data to support a continuous improvement process, accountability, expectations	
Goal 1	Use data cycles and PLCs to support student and staff learning Benchmarks 1. Create schedule rotation for data dives 2. Implement data dives for each diagnostic 3. Use results to inform intervention groupings Person(s) conducting activities and/or ensuring implementation - Principal - Assistant Principal

	- Instructional Coaches
	- District data coach
	
	Needs to Achieve Goal
	    - PLC time
	    - Access to coaches
	    - Training in iReady data reports

Goal 2	Design and widely share a core set of instructional expectations and best practices
	
	Benchmarks
	  1. Establish Instructional Leadership Team
	  2. Meet bi-weekly to discuss instructional expectations and best practices
	  3. Elicit feedback from staff
	
	Person(s) conducting activities and/or ensuring implementation
	    - Principal
	    - Assistant Principal
	    - Instructional leadership team members
	
	Needs to Achieve Goal
	    - Meeting time
	    - Access to district goals
	    - Stipends for staff on ILT

IV. Family & Community Engagement Expand and strengthen meaningful partnerships with families and the businesses, higher education institutions, city, and community organizations for all students	

Goal 1	Explore and implement new ways to bring families into the educational process
	
	Benchmarks
	  1. Create a Community Engagement/ Outreach Committee
	  2. Survey families about ways they would like to interact with the school
	  3. Analysis survey results to enact strategies
	
	Person(s) conducting activities and/or ensuring implementation
	    - Principal
	    - Assistant Principal
	
	Needs to Achieve Goal
	    - Meeting time
	    - Google forms survey
	    - Building access for events

Goal 2	Expand and strengthen meaningful partnerships with community organizations
	
	Benchmarks
	  1. Create student council
	  2. Incorporate community service with NJHS and student council
	  3. Invite community organizations like POSE and Boys and Girls Club to run groups in the school
	
	Person(s) conducting activities and/or ensuring implementation
	  - Principal
	  - Assistant Principal
	  - Student council advisor
	  - NJHS advisor
	
	Needs to Achieve Goal
	  - Advisor stipends
	  - Meeting time
	  - Space for groups