

Nettle School Improvement Plan 2023-2024

Vision Statement

The Nettle staff, in partnership with our community, parents, guardians 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, career and/or life. We will strive to develop creative and critical thinkers, effective communicators while fostering social responsibility in the context of academics. We will strive to be race positive and inclusive in all aspects of education. We are committed to treating everyone with respect and dignity through genuine, compassionate listening as we use reflective practices to grow as members of the Haverhill community. (Future)

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. We will built on our platform of professional development to create culturally relevant teaching practices as we move towards more inclusive classrooms. We will seek out community input and guidance when making decisions that impact our students.

Shared Values

We believe that all students and adults can learn. We believe that growth both academically and socially improve when the concepts of respect, inclusivity and academic rigor are intertwined. One of our core values is that compassionate listening and restorative practices leads to an environment where everyone succeeds. We believe coordinating with our parents and community partners is the only way to ensure our students' success.

Theory of Actions

All members of the Nettle Middle School community will share power to engage in cooperative decision-making. These decisions will foster inclusivity and student voice, prepare staff to be culturally responsive educators, and develop equitable

access to opportunities and resources for all members of the community.

Nettle Highlights and Challenges 2022-2023

Highlights	Challenges
Working with the LAN Network and DESE to improve Reading and Writing Instruction	Incorporating a new, more rigorous, high-quality instructional material in all ELA classes.
Completing 3 years with Adaptive Ex guidance on Culturally Responsive Teaching	Starting a very similar program under the District Leadership with the same goals and processes.
Create a network of community partners to guide us in making decisions regarding our students' success in school	Finding the resources to effectively communicate with and engage families

Nettle Strategic Objectives 2023-2024

<u>1. Whole Student</u>	<u>2. Equity/Access/DEI</u>	<u>3. Research-Based Data-Driven</u>	<u>4. Community Partnerships</u>
Improve Literacy and Mathematics achievement for all students by strengthening CORE classroom instruction (Tier I)	Ensure that all students including our special education students, high needs and other are making equitable progress.		Incorporate Parents and Community Partners into our physical building and seek their support and input in making decisions concerning the students'

			education. We would like to create a Parent Partner Community Center to engage families.
Implement a school-wide integrated curriculum initiative in multiple content areas to increase success in writing, comprehension, vocabulary development and speaking across the content areas Improve Inclusion Programing and clarify the continuum of MTSS services to better align students with services and opportunities.		Enhance the Professional Learning Community structure, participation and PD activities to focus on data-driven student needs	

Strategic Objective #1 Whole Student Provide opportunities for all students to meet high standards and show growth in all content areas as measured by Standardized tests and District Measured Assessments by May of 2024.

SMARTIE GOAL: All Nettle students enrolled as of October 1, 2023 will demonstrate growth in ELA, Math and Science on the MCAS of at least 60 points.

SCHOOL GOAL ACTION ITEMS	Benchmarks	Time Frame	Person(s) Conducting Activity / Person Ensuring Implementation	Materials/ Professional Development/ Staffing needed	Ongoing/ Complete	Assessment /Goal	Date Completed/ Ongoing
Use effective instructional strategies that increase the quantity and quality of learning time, help provide an enriched and accelerated curriculum, and meet the needs of historically under-served student	Establish Leadership team with Staff Work with LAN and Adaptive EX Conduct walk-throughs using LAN protocol	2023-2024	Eileen Doherty Brendan Parker Julio Perez	LAN and Adaptive Ex PD and training	Ongoing	Increase Student performance	Ongoing
Use high quality instruction materials to allow all students access to the most up to date curriculum	Same as above	2023-2024	Eileen Doherty Content Coaches District Leadership	Nettle Staff Haverhill Curriculum Directors	Ongoing	Increase Student performance	Ongoing
Provide professional development to staff on use and implementation of new curriculum materials	Same as above	2023-2024	Eileen Doherty Content Coaches District Leadership	Nettle Staff	Ongoing	Increase Student performance	Ongoing
Create a Family/Community Partner Center where parents and adults in our	Meet with Families to inquire about needs	2023-2024	Eileen Doherty Angela McVey	Northern Essex Community College staff Nettle Staff	Ongoing	Create a space where parents can grow professionally	Ongoing

community could take classes, have access to the internet and opportunities to improve their own education and career readiness.	Attend School Parent Partnership events Apply for Grant under School/Parent Partnership (DESE) Hire Hall Monitors from the community						

Strategic Objective #2-Equity/Access/DEI Nettle Middle School will strengthen the social and emotional skills of the students through the continued use of restorative justice practices in our school (including community circles).

SMARTIE GOAL: We will work to decrease student behavior incidents by 4% per month compared to 2022-2023 data until the rate of student incidents has decreased by 10% over last year.

SCHOOL GOAL ACTION ITEMS	Benchmarks	Time Frame	Person(s) Conducting Activity / Person Ensuring Implementation	Materials/ Professional Development/ Staffing needed	Ongoing/ Complete	Assessment/Goal	Date Completed/ Ongoing
Have at least one	Meet with	2023-2024	Student Support	None	ongoing	Decrease	

enrichment, team-building activity at each grade level by the end of October of 2023.	leadership and NERF team to create list of ideas		Coordinator and NERF team			suspension rate by 10% over last year.	
Increase use of the PASS Program and communicate the goals of the program to all families impacted by suspensions.	Train staff on use of PASS Coordinate with PASS program at Y	2023-2024	Student Support Coordinators and Administration	Materials from PASS	Ongoing	Decrease suspension rate by 10% over last year	
Referred any student who has been suspended to guidance for a consultation		2023-2024	Guidance Counselors and Administration			Decrease suspension rate by 10% over last year and increase student engagement	
Include, encourage and promote student voice in academic and social decisions in school		2023-2025	Nettle Staff and Administration Support from coaches, LAN and Adaptive Ex	Training from Adaptive Ex and LAN	Ongoing	Increase student engagement	

Strategic Objective #3 Research Based Data Driven Nettle Middle School is committed to improving the attendance of all students through the practice of creating and sustaining partnerships and productive relationships with families and students.

SMARTIE GOAL: The Nettle Middle School will decrease the number of chronically absent students 1% over the 2022-2023 school year.

SCHOOL GOAL ACTION ITEMS	Benchmarks	Time Frame	Person(s) Conducting Activity / Person Ensuring Implementation	Materials/ Professional Development/ Staffing needed	Ongoing/ Complete	Assessment/Goal	Date Completed/ Ongoing
Identify the chronically absent students from the 2022-2023 school year and make contact those families by the end of October of 2023.	<p>Create a Team to look at Chronic Absent students</p> <p>Include information in Nettle News about effects on students</p>	2023-2024	Brendon Parker Lorna Marchant		Ongoing	Decrease chronic absenteeism by 10% over last year	Ongoing
Assign an adult mentor to every student who had chronic attendance issues during the 2022-2023 school year to maintain a positive relationship throughout the year	<p>Create list of chronic students</p> <p>Identify staff without a homeroom</p> <p>Create list of expectations</p>	2023-2024	Brendon Parker	Remind App		Reduce Chronic Attendance by 10% over last year	Ongoing

	regarding communication						
Implement a partnership with the Boys and Girls Club to improve student connection and voice at school	Partner with Boys and Grils Club to teach positive action curriculum	2023-2024	Julio Perez Jessi Magee	Positive Action Curriculum		Reduce chronic absenteeism by 10%	Reduce chronic absenteeism and increase student participation
Create a student council		2023-2024	Eileen Doherty Erin Parolisi				Increase student voice in school

Strategic Objective #4- Community Partnerships Nettle Middle School is driven to include more community members in the decision making process of education.

SMARTIE GOAL: By May of 2024 we will have had at least two community building social events targeted towards our least involved populations. Following the last event we will poll parents about their interests and involvement in school.

SCHOOL GOAL ACTION ITEMS	Benchmarks	Time Frame	Person(s) Conducting Activity / Person	Materials/ Professional Development/	Ongoing/ Complete	Assessment/Goal	Date Completed/ Ongoing
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			Ensuring Implementation	Staffing needed			
Bar-b-que	Reach out to food services to set up food Advertise to families	2023 - 2024	Eileen Doherty Brendon Parker Julio Perez	Staff		Engage families and staff to facilitate relationships and engagement	complete
Create a Family/Community Partnership space that offers continuing education opportunities and networking for Families of students	Create team Meet with Northern Essex CC to inquire about MassReconnect Apply for Funding	2023 - 2025	Eileen Doherty Angela McVey Dianne Connolly	Northern Essex Community College partnership Teachers Coordinator		Create a space where families can come to continue their education in the evening while their students receive homework help	Ongoing
Create a Food Bank for families in need	Create a team Advertise for donations Reach out to families who need support	2023 - 2024	Kara Melillo			Provide food to families in need	ongoing
Create a PPC (Parent Partnership Committee)	Reach out to interested families Create a space (reset room) to	2023-2024	Eileen Doherty	Administrator		Create a method for families of underserved students to have a voice in school	Ongoing

	meet with families Meet monthly						

Any initiative unique to your school that impacts student outcomes:

Partner with NECCO to offer continuing education for parents and adult family members
Improve family partnership by securing a grant to hire Hall Monitors from the community
AC in room 104 and 105
cameras in school
Repair phone access in all rooms

Time on Learning: Elementary is 900 hours and secondary is 990 hours. Attach a schedule here.

Nettle Schedules							
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Grade 5	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Red ELs	ELA Brander	SS Crotty Gould	Cartier	Lunch/ Recess	Success Block	Science Manthorn Flynn	Specials
Orange Supported (ML)	ELA Crotty Rigby Foustoukos	Science Manthorn Abell McVey	SS Prevost Hoyt McVey1	Lunch/ Recess	Success Block	Math Guertin McVey2	Specials
Yellow Supported	Math Cartier Abell	SS Joubert Rigby Conte	ELA Crotty McVey2	Lunch/ Recess	Success Block	Science Joubert Rigby	Specials
Green	Science Manthorn Hoyt	Math Guertin	ELA Brander	Lunch/ Recess	Success Block	SS Prevost	Specials
Blue	SS Prevost	Math Cartier	Science Manthorn	Lunch/ Recess	Success Block	ELA Crotty Hoyt Gould	Specials
Purple Supported	SS Joubert McVey2 Lavallo Foustoukos	ELA Brander McVey2 Lavallo Foustoukos	Science Joubert Abell Lavallo Foustoukos	Lunch/ Recess	Success Block	Math Cartier Abell Lavallo Foustoukos	Specials
Grade 6	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7

Red ELs	SS Benoit	ELA Hodson Hoyt	Science Aitken Flynn	Recess/ Lunch	Success Block	Specials	Math O'Connell w/ Hoyt
Orange Supported (ML)	Math Guertin Walukevich	ELA Francois Harding Robart	SS O'Connell Rigby Perry Gould - Pull	Recess/ Lunch	Success Block	Specials	Science Aitken McVey1
Yellow Supported	SS Sweeney	Math O'Connell Walukevich	ELA Francois Harding Conte	Recess/ Lunch	Success Block	Specials	Science Klein Walukevich
Green Supported	ELA Francois Harding	Science Aitken Lavalle Mahoney Perry	Math Guertin Walukevich	Recess/ Lunch	Success Block	Specials	SS Sweeney Harding
Blue	Math O'Connell	SS Prevost Zalenski	Science Sweeney	Recess/ Lunch	Success Block	Specials	ELA Brander
Purple	Science Aitken Perry	SS Sweeney	Math Berry	Recess/ Lunch	Success Block	Specials	ELA Francois Gould
Grade 7	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Red ELs	Math Berry	Specials	ELA Hodson	Success Block	Lunch/ Recess	SS Joffre	Science Jesionowski Sawyer
Orange Supported (ML)	SS Joffre LeFoley	Specials	Science Klein Robart Raymond	Success Block	Lunch/ Recess	ELA Simollardes Farragher	Math Berry Kehoe

Blue	ELA Hodson Zalenski	Specials	Math McCarron	Success Block	Lunch/ Recess	Science Klein	SS Benoit
Green Supported	Science Jesionowski Kehoe	Specials	SS Benoit Farraher	Success Block	Lunch/ Recess	Math McCarron Kehoe	ELA Hodson Farraher
Yellow Supported	ELA Farraher Simollardes	Specials	Science Jesionowski Kehoe	Success Block	Lunch/ Recess	SS Benoit Robart	Math McCarron Robart
Purple	Science Klein	Specials	SS Joffre Kehoe	Success Block	Lunch/ Recess	Math Berry	ELA Simollardes
Grade 8	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Red ELs	Specials	Science Dowler McVey	SS Cook	Success Block	Recess/ Lunch	ELA Totten	Math Valaskatgis Conte
Orange Supported (ML)	Specials	SS Cook Sawyer Ferris	Science Dowler Ferris	Success Block	Recess/ Lunch	Math Valaskatgis Winter Perry	ELA Totten Lefoley Foustoukos
Yellow Supported	Specials	ELA Totten Lefoley	Math Valaskatgis Winter	Success Block	Recess/ Lunch	SS Cook Lefoley	Science Dowler Winter
Green Supported	Specials	Math McCarron Winter and SSC support	ELA Simollardes Lefoley Mahoney	Success Block	Recess/ Lunch	Science Dowler Ferris Raymond	SS Joffre Perry Raymond
Blue	Specials	Math Valaskatgis	ELA Totten	Success Block	Recess/ Lunch	Science Jesionowski	SS Cook

			Zalenski			Conte	
5th ELs 1, 2	EL Newcomers	EL Newcomers	Math Cartier	Lunch/ Recess	Success Block	Science Manthorn	Specials
5th ELs 3, 4, 5	SS	ELA	Math Cartier	Lunch/ Recess	Success Block	Science Manthorn	Specials
6th ELs 1, 2	EL Newcomers	EL Newcomers	Science Berry	Recess/ Lunch	Success Block	Specials	Math Guertin
6th ELs 3, 4, 5	SS Sweeney	ELA Francois	Science Berry	Recess/ Lunch	Success Block	Specials	Math Guertin
7th ELs 1, 2	Math Guertin	Specials	EL Newcomers	Success Block	Lunch/ Recess	EL Newcomers	Science Klein
7th ELs 3, 4, 5	Math Guertin	Specials	ELA Brander	Success Block	Lunch/ Recess	SS Joffre	Science Klein
8th ELs 1, 2	Specials	Science Dowler	EL Newcomers	Success Block	Recess/ Lunch	EL Newcomers	Math Valaskatgis
8th ELs 3, 4, 5	Specials	Science Dowler	SS Joffre	Success Block	Recess/ Lunch	ELA Brander	Math Valaskatgis

Warning Bell	8:25 AM
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Homeroom	8:30am-8:37am
Period 1	8:39am-9:34am
Period 2	9:36am-10:31am
Period 3	10:33am-11:28am
Period 4	11:30am-12:10pm
Period 5	12:10pm-12:50pm
Period 6	12:52pm-1:47pm
Period 7	1:49pm-2:45pm
<i>Early Release</i>	
Warning Bell	8:25 AM
Homeroom	8:30am-8:37am
Period 1/Period 6	8:39am-9:26am
Period 2/Period 7	9:28am-10:15am
Period 3/Success Block	10:17am-11:05am

School Components required in accordance with Section 1114(b)(2)

- Annual Comprehensive needs assessment to gather feedback and determine areas of improvement based on student performance
- School Wide reform strategies that are inclusive and equitable to all subgroups.
- Instruction by highly qualified professional staff
- Professional Development for teachers, support staff, and paraprofessionals
- Strategies to attract highly qualified teachers
- Strategies to increase parent involvement
- Strategies for assisting students to the next level
- Steps to include teachers in the decision in regards to assessments
- Timely and effective assistance for students having difficulty meeting the proficient and advanced levels of performance (MTSS)
- Coordinate and integrate federal, state, and local programs and services.

Nettle Middle School Improvement Council 2023-2024

SCHOOL COUNCIL MEMBERS, ROLES, SIGNATURES

CHAIRPERSON:

Eileen Doherty

COCHAIR

Brendon Parker

RECORDING SECRETARY:

Angela McVey

TEACHERS:

Marc Sweeney

PARENTS:

Carol Ogando

Jennifer Sanchez

Yeimy Urena de Brea

Brandee Nelson

Celia Villalba

Sheila Skaleris

Ana Cruz

Adriana Guatzin

COMMUNITY REPRESENTATIVE

Reverend Young

Jean Bernard Chiraque