

Nettle School Improvement Plan 2024-2025

Vision Statement

In partnership with our community, parents, guardians, and students, the Nettle staff, will strive to meet and exceed academic and developmental goals for all learners through a positive and consistent school climate to prepare them for college, career, and life. We will strive to develop creative and critical thinkers, and 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. We will transform Nettle Middle School into a Community School where all families work together to improve student learning and healthy development.

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 build 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 a Community School is a place for all families and staff to work, grow, learn, and support each other. We believe that academic and social growth improves 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 working collaboratively as partners with our community 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 2024-2025

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.
Growing our Culturally Responsive Team to continue the work and learning developed during our partnership with Adaptive Ex	Finding staff members who will take over roles created by last year's CRT team.
Create a Community School using 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. Training our La Repuesta parent representatives in the most effective way to improve communication with our community. Learning about and implementing the features of a Community School. Training more staff on Restorative practices and Community Circles.
Incorporate more Writing into all of our classrooms to improve writing and reading.	Finding time during the school day to incorporate regular and consistent writing blocks and training teachers on the explicit teaching of writing for all learners.

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Nettle Strategic Objectives 2024-2025

<u>1. Whole Student</u>	<u>2. Equity/Access/DEI</u>	<u>3. Research-Based Data-Driven</u>	<u>4. Community Partnerships</u>
<p>Improve Literacy and Mathematics achievement for all students by strengthening CORE classroom instruction (Tier I)</p>	<p>Ensure that all students including our special education students, high needs and others are making equitable progress.</p>	<p>We will use DESE approved High Quality Instructional Materials during instruction.</p>	<p>Incorporate Parents and Community Partners into our physical building and seek their input and support in making decisions concerning the students' education. We would like to create a Parent Partner Community Center under the La Repuesta partnership to engage families.</p>
<p>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.</p>	<p>Ensure that all students including our special education students, high needs and others are making equitable progress.</p>	<p>Enhance the Professional Learning Community structure, participation and PD activities to focus on data-driven student needs</p>	

Improve Inclusion Programing and clarify the continuum of MTSS services to better align students with services and opportunities.			
Create a Community School	Ensure that all members of the Nettle Community and Nettle neighborhoods are represented in our School Site Council and participate in decision making		Hire a Community Support Coordinator to bridge the gap between our community partners, parents, and the staff at Nettle Middle School. We will also continue our work with the Equity Imperative through the La Repuesta grant to create a more inclusive environment where all voices are raised and parents are welcomed with dignity.

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 2025.

SMARTIE GOAL: All Nettle students enrolled as of October 1, 2024 will demonstrate growth in ELA, Math and Science on the MCAS.

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 all students including historically under-served student	Establish Leadership team with Staff Work with LAN and ILT Conduct walk-throughs using LAN protocol	2024-2025	Eileen Doherty Brendan Parker Julio Perez ILT Team	LAN, Training on explicit writing teaching	Ongoing	Increase Student performance and growth as measured by MCAS	Ongoing
Use high quality instruction materials to allow all students access to the most up to date curriculum	Same as above	2024-2025	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 and professional development on the explicit teaching of writing	Same as above	2024-2025	Eileen Doherty Content Coaches District Leadership	Nettle Staff	Ongoing	Increase Student performance	Ongoing
Create a Family/Community Partner Center in our Community School where parents and adults in our community could take classes, have access to the internet and opportunities to improve their own education and career readiness.	Meet with Families to inquire about needs Attend School Parent Partnership events Apply for Grant under School/Parent Partnership (DESE) Hire Hall Monitors from the community	2024-2025	Eileen Doherty Angela McVey Nimcy Guerra (Community School Coordinator)	Northern Essex Community College staff Nettle Staff La Repuesta Team	Ongoing	Create a space where parents can grow professionally	Ongoing

Survey parents, partners, implement voice panels and community on their needs from a community school and opportunities for shared power and voice					ongoing	Create a climate that is welcoming to all families and partners. Improve student connection to school	ongoing
Create a culture of belonging, safety and care where all members feel welcome and valued	Work with La Repuesta and PTO to engage the community in a partnership based on trust and connectedness	2024-2025	Administration, Community School Coordinator (Nimcy Guerra) Parent liaison (TBD) Nisrine Rahhal-Safi		Ongoing	Promote healthy learning and development	Ongoing

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 2023-2024 data until the rate of student incidents has decreased by 10% over last year.

SCHOOL GOAL ACTION ITEMS	Benchm arks	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 enrichment, team-building activity at each grade level by the end of October of 2024 and again before January of 2025	Meet with leadership and NERF team to create list of ideas	2024-2025	Student Support Coordinator and NERF team	None	ongoing	Decrease suspension rate by 10% over last year.	Ongoing
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	2024-2025	Student Support Coordinators and Administration	Materials from PASS	Ongoing	Decrease suspension rate by 10% over last year	ongoing
Referred any student who has been suspended		2024-2025	Guidance Counselors and Administration			Decrease suspension rate by 10% over last year	ongoing

to guidance for a consultation			n			and increase student engagement	
Include, encourage and promote student voice in academic and social decisions in school		2024-2025	Nettle Staff and Administration Support from coaches, LAN and Adaptive Ex	Training from LAN	Ongoing	Increase student engagement	ongoing
Increase the use of restorative practices including student mediation, restorative circles and “structured day” alternatives to in-house suspension		2024-2025	Nettle Administration, Student Support Coordinators	More training on restorative practices	ongoing	Reduce student conflict and improve sense of self-efficacy among students	

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 2024-2025 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 2023-2024 school year and make contact those families by the end of October of 2024.	Create a Team to look at Chronic Absent students Include information in Nettle News about effects on students	2024-2025	Brendon Parker Lorna Marchant Nisrine Rahhal-Safi	PD on improving school/parent connections with DESE	Ongoing	Decrease chronic absenteeism by 10% over last year	Ongoing
Assign an adult mentor to every student who had chronic attendance issues during the 2023-2024	Create list of chronic students Identify staff without a homeroom	2024-2025	Brendon Parker	Remind App		Reduce Chronic Attendance by 10% over last year	Ongoing

school year to maintain a positive relationship throughout the year with regular contact and its community communication	Create list of expectations regarding communication								
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Strategic Objective #4- Community School Nettle Middle School is driven to create a community school where community members in the decision making process of education, create policy around a school that is reflective of and its community and improve the learning of all students.

SMARTIE GOAL: By May of 2025 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								
Create a student council		2024-2025	Eileen Doherty Erin Parolisi						Increase student voice in school

SCHOOL GOAL ACTION ITEMS	Benchmarks	Time Frame	Person(s) Conducting Activity / Person Ensuring Implementation	Materials/ Routes to School Professional Development/ Staffing needed	Ongoing/ Complete	Assessment/Goal	Ongoing	Date Completed/ Ongoing
Encourage students to walk or bike to school	Partner with Safe Routes to school -Create walking bus or bike trains through PTO -Encourage Bike riding by raffling	2023-2026	Eileen Doherty	DOT - Safe Routes to School	Ongoing/ Complete	Reduce chronic absenteeism to >10%	Ongoing	
Bar-b-que	Reach out to food services to set up food through DOT	2024-2025	Eileen Doherty Brendon Parker Julio Perez	Staff		Engage families and staff to facilitate relationships and engagement		ongoing

	Advertise to families						
Continue Family/Community Partnership space that offers continuing education opportunities and networking for Families of students	Apply for Funding with La Repuesta Work towards creating a “community school” that includes education for the whole family	2023 - 2025	Eileen Doherty Angela McVey Dianne Connolly Nimcy Guerra and Edwin Ramos	Northern Essex Community College partnership Teachers Nimcy Guerra Edwin Ramos		Create a space where families can come to continue their education in the evening while their students receive homework help Engage La Repuesta family members in improving communication Hire Hall Monitors to increase presence of parents in school	Ongoing
Create a Food Bank for families in need	Create a team Advertise for donations Reach out to families who need support	2023 - 2024	LEAD partner and Maria Maldonado Cruz			Provide food to families in need	ongoing

Any initiative unique to your school that impacts student outcomes:

Partner with NECCO to offer continuing education for parents and adult family members
Partner with United Way to create a Community School
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 and intercoms in all rooms

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

School Components required per 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 regard 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 2024-2025

SCHOOL COUNCIL MEMBERS, ROLES, SIGNATURES

CHAIRPERSON:

Eileen Doherty

COCHAIRS

Brendon Parker and Julio Perez

RECORDING SECRETARY:

Angela McVey

TEACHERS:

Marc Sweeney

PARENTS:

Jennifer Sanchez

Yeimy Urena de Brea

Celia Villalba

Sheila Skaleris

Ana Cruz

Adriana Guatzin

COMMUNITY REPRESENTATIVE

Reverend Kenneth Young