



**Holten Richmond Middle School
School Improvement Plan Final Accomplishments
2020-2021**

The 2020-2021 goals for Holten-Richmond Middle School were developed as a result of deep reflection on the needs of having a hybrid and full remote learning approach. Parent, teacher and student feedback all formed a basis for identifying goals and action steps for resuming learning and ensuring a positive experience. The following groups were involved:

- HRMS School Council
- HRMS Teacher Leaders
- HRMS Team Leaders
- HRMS Teachers
- HRMS Students
- HRMS PAC

The above groups met during professional learning time and during after school meetings to identify the following priorities for 2020-2021. The goals listed in the 2020-2021 School Improvement Plan require several years of work by the faculty and administration in order to realize the desired outcomes. Because of the unique nature of the 2020-2021 school year the following guiding principles were developed. HRMS believes that no matter what location or modality is being used for learning the 3C's must be considered as the foundation for all decisions.

- ❖ Connection- in all modalities of learning the emphasis is on creating opportunities in which students interact with each other, with the faculty and within an entire class.
- ❖ Consistency- when moving from one modality to another there should be similar practices, schedules and routines for students, faculty and families.
- ❖ Community- students need a small, consistent group to create and sustain meaningful relationships with adults and peers.

GOAL #1

Through collaboration in professional learning communities (PLCs), Holten Richmond Middle School seeks to ensure that no matter which modality (remote or in person) that students engage in consistent instructional experiences and curricula. By June 2021, all PLCs in ELA, mathematics, science, and social studies will implement at least two common formative assessments per unit of instruction.

GOAL #2

Through collaboration in professional learning communities (PLCs), Holten Richmond Middle School seeks to deepen our implementation of remote learning experiences. By June 2021, analysis of data of students' remote engagement will show 75% of students (hybrid and remote) will take part in 75% of remote learning/engagement opportunities.

GOAL #3

Holten Richmond Middle School seeks to continue ensuring a safe and equitable learning environment through the empowerment of student voice and leadership. By June 2021, a new student advisory group will be formed, and existing student leadership groups will engage in at least one activity to promote equity.

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| Implementation Strategies | Time | Who | Resources | Current Status, June 2021 |
|--|--------------------------|---|---|--|
| Teachers in grade level PLCs use common assessments to gauge student performance and understanding. | September 2020-June 2021 | HRMS Faculty | Daily PLC meeting time Common Scope and Sequence documents and unit plans | Common formative assessments were used by PLCs throughout 2020-2021. |
| Teachers in grade level PLCs plan collaboratively to create a supportive and connected HSS experience. | September 2020-June 2021 | HRMS Faculty | Daily PLC meeting time | Teachers in ELA, Math, Science, and Social studies collaboratively planned meaningful HSS experiences for hybrid learners. The need for HSS was eliminated with the full return to in-person learning. |
| Teachers in grade level PLCs plan collaboratively to ensure consistent coverage and instructional depth of key topics and units. | September 2020-June 2021 | HRMS Faculty | Daily PLC meeting time | Teachers collaborated in regular PLC time to ensure consistent learning experiences across modes of learning. |
| Design and implement a success coaching model that pairs HRMS teachers with students who are struggling with remote learning. | September 2020-June 2021 | HRMS Naumkeag Team teachers HRMS interdisciplinary teams HRMS guidance counselors | Wednesday coaching time for Naumkeag teachers Common meeting time for Naumkeag and interdisciplinary grade level team teachers HRMS Success Coaching Handbook Success Coaching tracking logs | During hybrid learning, Naumkeag Team teachers functioned as Success Coaches to support students identified by their interdisciplinary team teachers as needing additional support. |

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| Streamline attendance collection and sharing of concerns about engagement and participation. | September 2020-June 2021 | HRMS office staff HRMS Administration | Daily attendance data Remote engagement data | The HRMS staff monitored attendance for in-person, fully remote, and hybrid students on their remote days. Teachers implemented strategies to foster engagement during remote learning. HRMS administrators met daily with hybrid students at home and weekly with fully remote students to promote engagement and connection and to monitor attendance. |
| Teachers in grade level PLCs collaborate to create robust asynchronous learning experiences as well as synchronous lessons for students on their remote learning days. | September 2020-June 2021 | HRMS Faculty | Priority standards documents Scope and sequence documents Curriculum maps | Teachers collaborated in regular PLC time to ensure engaging learning experiences across modes of learning. Lessons were adapted to suit the mode of instruction. |
| Continuously evaluate schedules to reflect ongoing needs of students, staff and families. | September 2020-June 2021 | HRMS Administration HRMS School Council HRMS PAC | Family surveys and/or qualitative feedback Faculty feedback | Under the hybrid model, revisions were made to the schedule as needed. |

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| Implementation Strategies | Time | Who | Resources | Current Status, June 2021 |
| Conduct a student survey that solicits feedback from all HRMS learners about school climate. | December 2020 | HRMS Administration | Use current data and survey results | We did not conduct a school wide survey this year but data is taken from the 8th grade via the DESE climate survey. |
| Engage current student leadership groups in the promotion of equity. | October 2020- June 2021 | Student councils DanversCARES Youth Leaders Helping Hawks LGBTQ+ Alliance | Virtual and in person meetings Meeting with advisors | Current student leadership groups planned and executed events that supported a positive school climate. |
| Create a new student advisory group to the administration. | January 2021 | HRMS Students HRMS Administration | Virtual and in person meetings | The Student Leadership Council was formed and met four times. |
| Use common meeting times such as homeroom and grade level meetings to promote community and connection to school and peers. | September 2020- June 2020 | HRMS Students HRMS Administrators HRMS Team Leaders HRMS Guidance Counselors | Set meetings already being held | Homeroom served as a time for students to arrive, get settled and focus on the day. This time also served as an opportunity for community events sponsored by groups like the Danvers CARES Youth Leaders. |