



Norwood Public Schools

Coakley Middle School

School Improvement Plan

2022-2024

Principal: Margo Fraczek

Mission Statement

The mission of Dr. Philip O. Coakley Middle School is to develop global citizens who appreciate learning. In partnership with the Norwood community, we foster social, emotional, and intellectual growth in a safe, inclusive, and academically rigorous environment. We are committed to the core values of respect and responsibility.

School Council Members

Margo Fraczek - Principal

School Data

Demographics

Enrollment by Gender	2019-2020	2020-2021	2021-2022
Male	356	Data Unavailable	351
Female	368	Data Unavailable	374
Non-Binary	N/A	Data Unavailable	2
Total	724	Data Unavailable	727

Enrollment by Race/Ethnicity(%)

Race	2019-2020	2020-2021	2021-2022
African American	12.1	Data Unavailable	12.5
Asian	5.7	Data Unavailable	4.1
Hispanic	14.4	Data Unavailable	19.1
Native American	0.0	Data Unavailable	0.1
White	64.7	Data Unavailable	60.7
Multi-Race	2.8	Data Unavailable	3.3

Enrollment by Selected Populations (%)

Populations	2019-2020	2020-2021	2021-2022
First Language not English	20.6	Data Unavailable	23.2
English Language Learners	6.0	Data Unavailable	7.7
Economically Disadvantaged	28.1	Data Unavailable	42.8
Students with Disabilities	21.7	Data Unavailable	25.2
High Needs	48.5	Data Unavailable	57.9

Average Class Size

Average	2019-2020	2020-2021	2021-2022
All Grades	22	Data Unavailable	22
Specialists	24	Data Unavailable	24

MCAS Scores

2021 Data Table

MCAS Test of Spring 2020 (Canceled due to COVID-19)										
Grade and Subject	Meeting or Exceeding Expectations		Exceeding Expectations		Meeting Expectations		Partially Meeting Expectations		Not Meeting Expectations	
	School	State	School	State	School	State	School	State	School	State
Grade 6 ELA	38	47	6	12	33	35	41	31	21	22
Grade 6 Mathematics	31	33	3	5	29	29	47	44	22	23
Grade 7 ELA	34	43	5	6	29	37	39	37	26	20
Grade 7 Mathematics	26	35	2	6	24	29	48	47	27	18
Grade 8 ELA	44	41	6	6	37	34	40	41	16	18
Grade 8 Mathematics	33	32	3	4	31	28	49	46	17	21
Grade 8 SCI	35	41	7	8	28	33	49	43	16	16
Grade 6-8 ELA	39	46	6	8	33	38	40	38	21	16
Grade 6-8 Mathematics	30	33	3	5	28	29	48	45	22	22

2021 Accountability Report (reflects 2019 determinants)

Overall Classification	Not requiring assistance or intervention
Reason	Moderate Progress Made towards targets
Progress Towards Improvement	36% (20th percentile)

Priority Areas of the 2022-2024 School Improvement Plan

Please outline below the objectives to be targeted for improvement at your school this year. These objectives should be identified by the School Council upon examining data on student performance and achievement and selected as priorities identified by data collected last year showing a concern about the progress of all students.

This statement should be submitted by the Principal to the Superintendent of Schools after extensive consultation and review by the School Council.

Priority Areas
Goal 1: In light of the effects of the pandemic and school closures/hybrid learning, CMS will do a comprehensive evaluation of curriculum and pedagogy to evaluate where our students are at in their learning and how to better incorporate the pedagogical approaches we have been learning: Culturally Relevant and Sustainable Pedagogy, World Savvy and Universal Design for Learning.
Goal 2: As students have returned to a more normal school setting, we are recognizing that there are social emotional gaps in addition to academic gaps that need to be met. Over the next two years, CMS will develop and implement a robust social emotional learning program using the backbone of Character Strong for explicit instruction and embedding implicit skills throughout the school day and across curriculums in order to build students' interpersonal, perseverance, and communication skills.
Goal 3: Prior to the pandemic, the math achievement at CMS had stagnated and has since been detrimentally affected by school closures and remote learning. In order to improve math achievement for all grade levels, we will determine consistent tools for measuring progress, examine curriculum and pedagogy to ascertain why students abilities and math knowledge are stagnant, implement research based methods for improvement, and continually

work to create a working environment that promotes growth and development.

Goal 4: As we are seeing an increased need for English Language and special education services at CMS we will create robust systems that maximize time in the inclusion setting, while providing appropriate supports both within and outside of the classroom.

School Improvement Plan Activities

For each of the previously described objectives, please describe a plan for improvement.

Activity	Budget Needs	Personnel	Time Line	Evidence of Success
Goal 1: In light of the affects of the pandemic and school closures/hybrid learning, CMS will do a comprehensive evaluation of curriculum and pedagogy to evaluate where our students are at in their learning and how to better incorporate the pedagogical approaches we have been learning: Culturally Relevant and Sustainable Pedagogy, World Savvy and Universal Design for Learning.				
Ask all curriculum departments to develop an assessment to help determine gaps or missing knowledge to start the 2022 school year.	N/A	All Staff	Fall 2022	Documentation of grade level gaps in each curriculum area.

Ask all departments to use “looking at student work protocols” to gain additional data on gaps or missing knowledge to use in conjunction with assessment from activity #1	N/A	All Staff	Fall 2022	Documentation of grade level gaps in each curriculum area.
Using knowledge from activities #1 and #2 have departments create a plan that includes reasonable and measurable progress from students’ current location towards expected knowledge based upon state standards.	N/A	All Staff	Winter 2022	Each Department submits plan to administration
Have teachers use learnings from CRSP to adjust lessons or create new lessons that incorporate the foundations of CRSP into their lessons (Awareness, Community Building, Cognitive development, critical Consciousness)	Part of district PD Budget	All Staff	Winter-Spring 2022-2023	Units of study in each department with highlighted elements of CRSP.
Have teachers use learnings from UDL to adjust or create lessons that meet the needs of all students. Provide additional PD in UDL	\$2000	UDL trained Staff	Winter-Spring 2022-2023	Units of study in each department with highlighted elements of UDL.
Continue to increase number of co-taught classes and competence in co-teaching in math and ELA. And increase the number of co-taught subjects to include SS/SCI through	\$3500/year	Math and ELA departments	Fall 2022 -Spring 2023(ELA/Math) Fall 2023 - Spring 2024 (SS/SCI)	Observations and lesson plans that use the four major methods of co-teaching.

co-teaching professional development.				
Combine two pilot cohorts and continue to train in materials and methodology of World Savvy	Part of district PD Budget	WS pilot Teachers	Summer 2022	Units of study in selected department that use WS materials and methodology
Provide School Wide Word Savvy training and use pilot cohorts to expand use of materials and pedagogy across all subjects and grade levels.	Part of district PD Budget	All Staff	Fall 2023	Units of study in all department that use WS materials and methodology
Goal 2: As students have returned to a more normal school setting, we are recognizing that there are social emotional gaps in addition to academic gaps that need to be met. Over the next two years, CMS will develop and complement a robust social emotional learning program using the backbone of <i>Character Strong</i> for explicit instruction and embedding implicit skills throughout the school day and across curriculums in order to build students' interpersonal, perseverance, and communication skills.				
Implement Character Strong across all grade levels starting in Sept.	\$7000/yearly fee (district Budget)	All Staff	Training: Spring 2022 Implementation: Fall 2022 Yearly evaluation of program	Fidelity of implementation by staff. Reduction in negative/harmful student behaviors as measured by discipline referrals by 5% in first year.
Embed SEL elements into daily practices and curriculum.	\$1000 PD budget	All Staff	Spring of 2023/2024	Observe elements of CS and other SEL practices in content classes.

Clubs - increase and expand number and offerings. Include clubs meant to support specific populations (GSA, DEI clubs, etc) Process for students to start their own club.	Add stipends to contract for 2024.	Voluntary staff	Fall of 2022	Clubs run effectively and consistently in 2022-2023 and beyond. Student participants stay at 10/club or greater.
Parent Directed Clubs. Encourage parents to become meaningful participants at CMS by running after school clubs based upon student interest. All clubs approved and overseen by CMS Principal or designee.	None	Parents of current CMS students.	Fall of 2022	Clubs are run with fidelity with a minimum of 10 students
Goal 3: Prior to the pandemic, the math achievement at CMS had stagnated and has since been detrimentally affected by school closures and remote learning. In order to improve math achievement for all grade levels, we will determine consistent tools for measuring progress, examine curriculum and pedagogy to ascertain why students abilities and math knowledge are stagnant, implement research based methods for improvement, and continually work to create a working environment that promotes growth and development.				
Inform parents of individual student progress by sending out Parent Data information from Renaissance three times per year.	Included in Renaissance Budget	Math staff	Fall 2022	Parents receive information.
Create Data Sheets that use Renaissance to track individual and group data to use in lieu of MCAS	N/A	Interventionist	Spring 2023	Collection of meaningful data that can be shared with math teachers

Visit districts that are showing consistent improvement and growth in math to determine potential methods for increased growth. -create a committee of department chairs, staff, admin. -Determine 5-8 schools to contact and visit -Collect Data -Meet as committee to create recommendations for math department 6-8.	Substitute costs	Department Chair, math department, interventionist, admin	Fall 2022 - Spring 2023	Spring of 2023 committee provides a comprehensive list of suggestions/ recommendations and math department creates an improvement plan.
Provide professional development to all math staff based upon recommendations from committee	\$2500	All math staff 6-8	Fall of 2023	Improved methods in the classroom and increases in SGP on MCAS and Renaissance of 5%.
Goal 4: As we are seeing an increased need for English Language and special education services at CMS we will create robust systems that maximize time in the inclusion setting, while providing appropriate supports both within and outside of the classroom.				
Add a paraprofessional or EL teacher to work in the classroom with EL students while in the general education setting.	\$24,000/year	EL dept	Fall 2023	Increased gains in classroom and achievement.

Working with the director for EL services, create a robust program that brings students from newcomer level to level four or higher through a streamlined process that maximizes time in the general education setting.	N/A	EL Department	2023-2024	Curriculum Plan shared with school committee in spring of 2024 for implementation in fall of 2024.
Add a reading and math specialist to better support students with greater math and reading challenges.	\$120,000	Special education Staff	Fall of 2023	Increased gains in math and ELA on Renaissance and MCAS scores. Reduction in number of students needing sub-separate math/ELA placement.
Create a “small group” program in special education at CMS that provides students on IEPs with small group instruction only in their primary area of disability while providing inclusion support in the general education setting for all other curriculum.	Part of expense listed above.	Special education staff	Fall of 2024	Paired reading and math teachers have space and shared caseload of 6-8 students to maximize students potential to reach grade level learning and reduce substantially separate instruction.

Continue to increase and look at alternative seating and furniture for classrooms (model classrooms for new school)	\$2000-3000	All Staff	Fall of 2024- Spring of 2025	All classrooms are using a variety of forms and arrangement of seating to maximize student learning. New CMS determinations made based upon teacher and student input from piloting various seating.
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