



**Concord Middle School  
CMS 2021-2022 School Improvement Plan**

***Concord Middle School Core Values and Learning Beliefs***

- All Concord Middle School staff are committed to cultivating a climate that nurtures the following values in our students:
- Community: Compassion and loyalty towards the world outside of the self.
  - High Achievement: Confidence and willpower to learn from mistakes, appreciate success, and grow towards one’s potential.
  - Lifelong Learning: Passion to discover new interests and to uncover the fascinating in the mundane.

***Concord and Concord-Carlisle Regional School District Vision***

Students of Concord and Concord-Carlisle Regional Schools actively seek varied pathways through which they achieve their potential and find joy. They will possess a strong sense of self and embrace their responsibilities as members of both local and global communities.

***Concord and Concord-Carlisle Regional School District Vision of Student Learning***

- I am a student in Concord Public Schools and Concord Carlisle High School.
- My safe learning environment is created by respectful relationships with my teachers and my peers.
  - My teachers are knowledgeable, highly skilled and passionate.
  - My teachers care about me by affirming me, giving me useful feedback, and working with me individually when I need it.
  - I am learning important content based on agreed upon standards, clear goals, and real world applications.
  - My learning experiences are engaging, enjoyable, and challenging.
  - My learning experiences vary from one another (individual vs. group work; creative vs. repetitive practice; novel vs. known; digital vs. traditional; personal choice vs. consistent topic).
  - I am learning how to learn by staying organized, breaking down assignments, managing my time, using all available resources, and always giving my best effort.
  - I take risks, learn from my mistakes, and know every day that I am growing.
  - When I struggle, I continue to grow and learn.
  - With hard work, I will be prepared for higher learning, the work world, and knowledgeable citizenship in my community and the wider world.

I am a student in Concord Public Schools and Concord Carlisle High School.

***Concord and Concord-Carlisle Regional School District Core Values***

- The Concord and Concord-Carlisle Regional School District values:
- Excellence
  - Engagement
  - Perseverance
  - Inclusion
  - Innovation

***Concord and Concord-Carlisle Regional School District Theory of Action***

- If we...*
- Provide engaging, innovative learning experiences that support multiple paths to success,
  - Ensure our students’ well being,
  - Create a collaborative and inclusive culture that values diversity and the uniqueness of each learner, and
  - Create a physical environment that catalyzes student learning,
- Then...*
- Our students will achieve their potential and find joy.



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<b>CMS SIP Goals</b>			
<b>Multiple Paths to Success (Year 3)</b>	<b>Well Being (Year 3)</b>	<b>Inclusive Culture (Year 3)</b>	<b>Innovative Environment (Year 3)</b>
<b>CMS SIP Initiatives</b>			
<p>With the RtI (response to intervention) and RtE (response to enrichment) teaching block fully in place in all three grades as all core teachers' fifth teaching class, continue to support teachers in the design of the curriculum for students who need intervention or students who need high achieving opportunities. Publish the curriculum to Atlas. <b>(ongoing goal)</b></p>	<p>Prioritize the school phobia/anxiety students in an environment of a full return and remote no longer being an option. In late August 2021, we will welcome students back into the buildings who haven't been in a school building since March 2020. For 8th graders returning from all remote, they were in 6th grade. 6th graders were in 4th grade. <b>(one year goal)</b></p>	<p>Use the RtE (response to enrichment) to open more class choices for students in the area of social justice, anti-discrimination and bias-prevention. <b>(ongoing goal)</b></p>	<p>While Zoom/remote access for students during the school day will be phased out, we will continue to use the option of all Zoom/webinar meetings or hybrid meetings to better engage, involve, and give better access for our parents to the middle school meetings and events. <b>(ongoing goal)</b></p>
<p>Continue to support the STAR (math and reading) and PEAR (SEL) testing three times in a school year of our students. (Results are the data to inform the intervention and enrichment groupings above.) <b>(ongoing goal)</b></p>	<p>Along with the high school, renew our partnership with Challenge Success. Specifically, recreate a teacher, parents and student teams. <b>(ongoing goal; working group of students, parents and staff coming together November 2021)</b></p>	<p>Look to expand (in year 4) the anti-discrimination and bias-prevention Playbook Initiative. Following a year where we held student trainings, and a training for all bus drivers across the district, look to provide further access to the program for adults and students. <b>(ongoing goal)</b></p>	<p>Working closely with the CMS Building Committee, continue a pursuit of Innovative Pedagogies of the Future and look to adopt those practices in the 2021/2022 school year. <b>(ongoing goal)</b></p>
<p>Look to bring together a grading practice and possibly policy handbook together. Bring drafts of possible new practices and policies to School Council.</p>	<p>In early winter 2021, look to pilot a PBIS (positive behavior incentive system) in either a team, grade, or building. <b>(one year goal; working group coming)</b></p>	<p>Research the practice of restorative justice in public education and in similar middle schools in MA. Report back to School council with a possible recommendation to</p>	



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<p><b>(Two year goal; working group coming together November 2021)</b></p>	<p><b>together November 2021)</b></p>	<p>adopt restorative justice practices and policies for the 2023/2024 school year <b>(Two year goal; working group coming together November 2021)</b></p>	
<p>Rethinking end of the year awards <b>(one year goal; working group coming together November 2021)</b></p>		<p>Rethinking how to support new to Concord students &amp; families who move into Concord <b>(one year goal; working group coming together November 2021)</b></p>	
		<p>Supporting the new faculty advisors of RISE and GSA who work with students to ensure their voices and perspective are a part of our work in cultural competency, and DEI. Find ways to include more faculty allies in these groups <b>(ongoing goal)</b></p>	