

***Northbridge Public Schools  
School and District  
Improvement Plans***

**Presentation to  
Northbridge School Committee  
December 22, 2009**

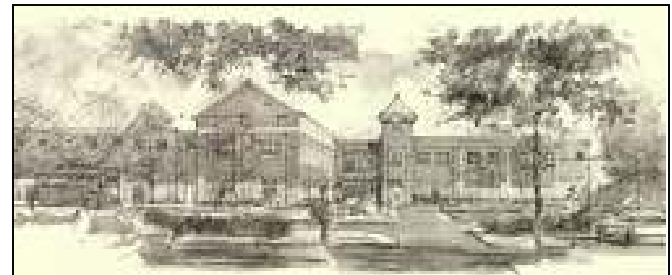
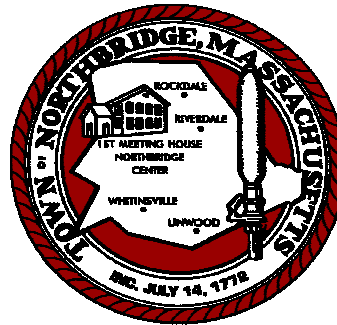
**Northbridge Elementary School**  
"Promoting a life-long love of learning"



**W. Edward Balmer School**  
"A Community of Learners"



**Northbridge Middle School**  
"Believe and Achieve"



**Northbridge High School**  
"Together We Can"

# **Improvement Plan Development Team**

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**The School and District Improvement Plans were developed through a collaborative effort of:**

- **Northbridge Schools Leadership Team**
- **Northbridge School Committee Goals Sub-Committee**
- **Northbridge School Councils**

## **What is a School Improvement Plan?**

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- **“A written plan to address (school) needs, advance goals, and improve the performance of students”**
- **Mandated by Mass. Ed. Reform Act**
- **Responsibility of Principal and School Council**
- **Approved by Superintendent**
- **We’ve also developed a District Improvement Plan**

# **District Mission Statement**

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**The mission of the Northbridge Public Schools is to prepare our students to become responsible, contributing members of society by providing a challenging, rigorous educational program which will maximize academic achievement, and enable intellectual, physical, social, and emotional development in an atmosphere which promotes creative and critical thinking.**

# **District Goals 2009-2010**

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- 1. To increase academic achievement with high expectations and active engagement for all students and staff.**
- 2. To secure a fiscally responsible budget for the 2010-11 academic year that addresses the mission and beliefs of the district.**
- 3. To improve the social & emotional climate in the district.**
- 4. To strengthen the district's relationship with the Northbridge community.**
- 5. To support the consistent review and implementation of School Committee policy.**

# **School Committee Presentation**

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**Just presenting summary and highlights of School and District Improvement Plans.**

**For full details, plans available on school and district websites ([www.nps.org](http://www.nps.org)) or at school and district offices.**

## **Improvement Plan Timelines**

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- **Current plans are effective through November 1st.**
- **School Councils will be working this year to develop multi-year plans to be presented in the Fall of 2010.**



## **Focus of Improvement Plans**

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- **Academic achievement: Student growth in English language arts and math**
- **Budget: Zero-based budget that articulates the fiscal needs of the district**
- **Social and emotional climate: Initiatives that support a cohesive, responsive, collaborative school climate**

## **Focus of Improvement Plans**

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- **Community relationships: Increase communication with and participation of parents and the community**
- **School Committee policy: Review, align, and consistently implement School Committee policies**

# **Measurement of Improvement Plan Goals**

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- **Academic goal:**

- **MCAS Composite Performance Index (CPI):** a measure of the extent to which students are progressing toward proficiency in English language arts and mathematics
- **Other measures of academic progress such as benchmark testing in ELA/math (DRA, SRI, pre- post-testing), progress reports, AP scores, classroom performance, etc.**

## **CPI Data**

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- **Department of Elementary and Secondary Education provides data on district and state progress towards goal of 100% proficiency in reading and math by 2014**
- **We are using this data to provide a baseline to show progress in student achievement**
- **Long-term goal is for district scores to be at or above the state averages**

# District CPI Data

## English Language Arts

	Aggregate			Stud. w/ Dis.			Low Income		
	Dist.	State	Diff.	Dist.	State	Diff.	Dist.	State	Diff.
<b>Grade 3</b>	<b>82.7</b>	<b>82.6</b>	<b>0.1</b>	<b>60.1</b>	<b>65.5</b>	<b>-5.4</b>	<b>72.9</b>	<b>70.7</b>	<b>2.2</b>
<b>Grade 4</b>	<b>79.1</b>	<b>79.9</b>	<b>-0.8</b>	<b>43.8</b>	<b>59.5</b>	<b>-15.7</b>	<b>65.0</b>	<b>66.4</b>	<b>-1.4</b>
<b>Grade 5</b>	<b>90.9</b>	<b>85.7</b>	<b>5.2</b>	<b>69.4</b>	<b>67.1</b>	<b>2.3</b>	<b>85.1</b>	<b>74.5</b>	<b>10.6</b>
<b>Grade 6</b>	<b>87.0</b>	<b>85.7</b>	<b>1.3</b>	<b>54.0</b>	<b>64.9</b>	<b>-10.9</b>	<b>76.8</b>	<b>73.9</b>	<b>2.9</b>
<b>Grade 7</b>	<b>91.4</b>	<b>88.1</b>	<b>3.3</b>	<b>67.3</b>	<b>69.0</b>	<b>-1.7</b>	<b>81.1</b>	<b>77.7</b>	<b>3.4</b>
<b>Grade 8</b>	<b>95.1</b>	<b>91.1</b>	<b>4.0</b>	<b>75.0</b>	<b>73.6</b>	<b>1.4</b>	<b>87.3</b>	<b>82.6</b>	<b>4.7</b>
<b>Grade 10</b>	<b>87.4</b>	<b>92.2</b>	<b>-4.8</b>	<b>51.0</b>	<b>76.0</b>	<b>-25.0</b>	<b>80.3</b>	<b>84.4</b>	<b>-4.1</b>

# District CPI Data Mathematics

	Aggregate			Stud. w/ Dis.			Low Income		
	Dist.	State	Diff.	Dist.	State	Diff.	Dist.	State	Diff.
<b>Grade 3</b>	80.1	81.4	-1.3	64.9	63.9	1.0	70.8	68.6	2.2
<b>Grade 4</b>	78.3	78.5	-0.2	44.0	60.4	-16.4	68.6	66.5	2.1
<b>Grade 5</b>	73.3	77.0	-3.7	50.9	54.7	-3.8	60.1	62.8	-2.7
<b>Grade 6</b>	81.3	78.2	3.1	49.2	55.5	-6.3	72.3	63.8	8.5
<b>Grade 7</b>	70.5	73.8	-3.3	48.0	49.3	-1.3	54.8	57.9	-3.1
<b>Grade 8</b>	75.4	72.8	2.6	43.3	47.4	-4.1	62.9	56.0	6.9
<b>Grade 10</b>	81.3	88.1	-6.8	56.3	69.4	-13.1	70.9	77.7	-6.8

# **Measurement of Improvement Plan Goals**

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- **Non-academic goals:**

**Concrete, measurable indicators of success such as development of specific programs, implementation of staff professional development, and development of specific baseline data (discipline, social/emotional, health, keeping students in district)**

# **Key District Initiatives**

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- **Academics:**
  - **High Expectations and Active Engagement for All Learners**
  - **Professional development & integration of best instructional practices**
  - **Collaboration of Leadership Team, grade level Team Leaders, and Department Chairs to improve academic achievement**
  - **Focus on 21<sup>st</sup> Century Skills**



# **Key District Initiatives**

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- **Academics (cont.)**
  - **Consistent assessment practices**
  - **Differentiated instruction**
  - **Use of data analysis to inform instruction**
  - **Curriculum alignment (Math and ELA)**
  - **Integration of instructional technology**
  - **Maintain or reduce class size to better meet needs of our diverse student population**

# **Key District Initiatives**

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- **Budget:**

- Zero-based budget
- Grants to supplement and enhance programs

- **Climate:**

- Baseline data – discipline, social/emotional
- School programs such as anti-bullying initiatives and Responsive Classroom
- Professional Learning Communities

([www.allthingsplc.info/](http://www.allthingsplc.info/))

# **Key District Initiatives**

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- **Community relationships:**
  - Increased communication
  - Increased parent participation
  - Increased opportunities for community participation and access to buildings
  - Maintain and bring back Northbridge students
  - Increase number of School Choice students
- **Policy:**
  - Review and update School Committee policies
  - Align school handbooks with SC policies

# **Key PK-Grade 4 Initiatives**

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- **Academics:**

- **High Expectations and Active Engagement for All Learners, especially in ELA & Math**
- **Professional development & incorporation of best instructional practices**
- **Differentiated instruction to better meet needs of all learners**
- **Utilize data to drive instructional practices and student interventions**

# **Key PK-Grade 4 Initiatives**

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- **Academics (cont.)**
  - **Integration of Instructional Technology: multi-media approach to instruction**
  - **Implementation of new literacy program**
  - **Development of District Literacy Plan**
  - **Math Task Force to examine math curriculum and assessment**
  - **Early Intervention Teams to meet needs of all students**
  - **Application for NAEYC accreditation**

# **Key PK-Grade 4 Initiatives**

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- **Climate:**
  - **Professional Learning Communities**
  - **Baseline data for discipline, social/emotional issues**
  - **Programs and interventions to meet all student needs (Responsive Classroom, therapeutic & autistic programs, adjustment counselor, etc.)**
  - **Enhance transition programs between schools**

# **Key PK-Grade 4 Initiatives**

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- **Community Relationships:**
  - **Improve home-school-community communication, including use of technology**
  - **Increase student after-school programming**
  - **Enhance opportunities for parent and community participation in school events**

# **Key Grade 5-12 Initiatives**

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- **Academics:**

- **High Expectations & Active Engagement for All Learners, especially in ELA & Math**
- **Professional development & incorporation of best instructional practices**
- **Differentiated instruction to better meet needs of all learners**
- **Utilize data to drive instructional practices and student interventions**



## **Key Grade 5-12 Initiatives**

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- **Academics (cont.)**
  - **Early Intervention Teams to meet needs of all students**
  - **Focus on best practices in writing**
  - **Development of District Literacy Plan**
  - **Math Task Force to examine math curriculum and assessment**
  - **Inclusion and co-teaching model**

## **Key Grade 5-12 Initiatives**

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- **Academics (cont.)**
  - **Integration of Instructional Technology, especially SMART Boards**
  - **Improvement of Related Arts Services**
  - **Development and implementation of Individual Student Success Plans and Educational Proficiency Plans to support at-risk learners**

# **Key Grade 5-12 Initiatives**

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- **Climate:**

- **Professional Learning Communities**
- **Baseline data for social/emotional issues, discipline**
- **Programs and interventions to address student needs, such as anti-bullying programs, expansion of therapeutic programs, adjustment counselors**
- **Enhance transition programs between schools**

# **Key Grade 5-12 Initiatives**

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- **Community Relationships:**
  - **Improve home-school-community communication, including use of technology and Channel 13**
  - **Enhance opportunities for parent and community participation in school events**
  - **Increase number of students choosing to stay in district schools, and increase the graduation rate**

## **Resource Websites**

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- **Department of Elementary & Secondary Education: [www.doe.mass.edu](http://www.doe.mass.edu)**
- **21<sup>st</sup> Century Skills: [www.21stcenturyskills.org/](http://www.21stcenturyskills.org/)**
- **Responsive Classroom: [www.responsiveclassroom.org](http://www.responsiveclassroom.org)**
- **Professional Learning Communities: [www.allthingsplc.info/](http://www.allthingsplc.info/)**

## **Our Goal**

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**To build a high-quality school district that inspires students, staff, parents, and community to stretch and grow, and make the world a better place.**

