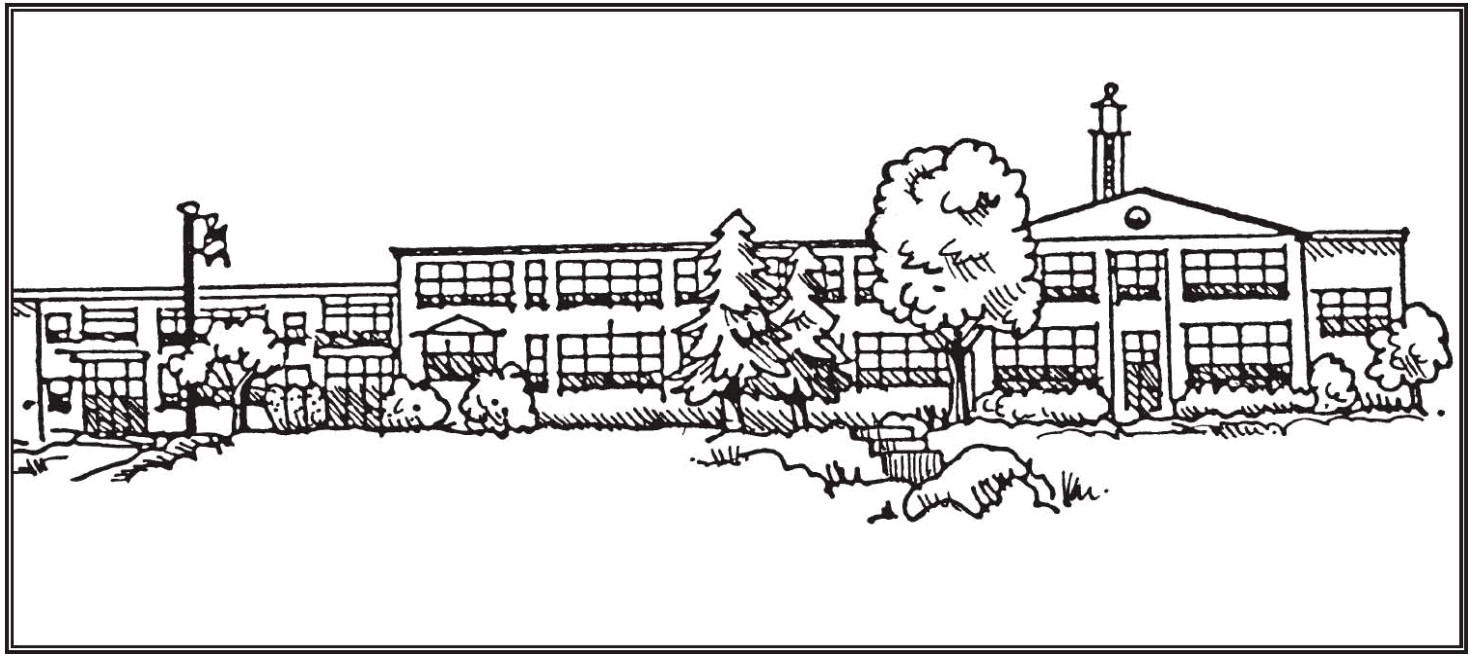
Thurston Middle School

Aim High ♦ Work Hard ♦ Do the Right Thing ♦ Help Someone Else



SCHOOL IMPROVEMENT PLAN

2009-2010

THURSTON MIDDLE SCHOOL
SITE COUNCIL
2009-2010

Eric Bergemann, Parent

John Craine, Parent

Helen Gee, Parent

Susan McIntyre, Parent

Christine Talcott, Parent

Brad Pindel, Community Representative

Susan DeLuca, Teacher

Dan Peppercorn, Teacher

Donna Santabarbara, Teacher

Marybeth Schulte, Teacher

Kathy Whelan, Parent Network Co-President

Allison Borchers, Principal

Rich Bernazzani, Assistant Principal

Site Council Dates 2009-2010
Thursdays, 4 p.m.
Thurston Middle School Library

October 8

November 5

December 10

January 7

February 4

March 4

April 8

May 13

June 10

Summary of Goals and Objectives 2009-2010

Goal 1: Expand mathematics instruction to include more targeted intervention for struggling students and greater challenges for advanced and gifted students.

While some students at the middle school continue to struggle to achieve in mathematics, others are not adequately challenged in their math classes. This year, we will look closely at the needs of students in both these groups. We will pilot a new approach to intervention for our students that struggle—one that offers support for mastering prerequisite skills as well as new concepts. In addition, we will also look for ways to identify and support the needs of advanced and gifted math students.

Goal 2 : Increase leadership, community service and community involvement opportunities for all students.

While our eighth grade students have traditionally had many opportunities to engage in leadership and community service activities, opportunities for younger students have been somewhat limited. This year, we will look for ways that help develop leaderships skills and promote community involvement in all grades.

Goal 3: Research and develop a comprehensive advisory program.

Research on school safety consistently finds that a key to safe schools is that each child at the school is able to identify a trusted adult. Good advisory programs encourage stronger connections between students and staff members. They also help students with long-term goal-setting, time management, and community involvement. A faculty/parent study committee will identify the needs here at Thurston, research different advisory program models and make a recommendation to staff.

Goal 4: Review the Student Handbook and School Crisis Plan.

Each year, the student handbook is reviewed by the Site Council and administrative team for clarity and adherence to state and federal law and regulations. The school's Incident Management Team also reviews Thurston's Crisis Plan and rehearses responses to various situations. The safety of children is our highest priority at Thurston and these yearly reviews help ensure we are doing all we can to keep kids safe.

Goal 5: Develop the FY' 11 Budget Proposal

This year we will face a particularly challenging budget cycle. With input from staff and Site Council, the administrative team will very likely need to make some significant cuts in both supplies and personnel. We will endeavor to make cuts that do not create an unsafe learning environment, that keep the team structure at Thurston intact, and that minimize the disruption of our educational programs.

Goal 1: Expand mathematics instruction to include more targeted intervention for struggling students and greater challenges for advanced and gifted students.

ACTION PLAN	PERSON RESPONSIBLE	RESOURCES	TIMETABLE	EVALUATION
Use MCAS and pre-assessment data to identify struggling students.	MCAS analysis team, math teachers	n/a	October-November 2009	list of students in need of intervention created
Create individual student profiles.	Principal	n/a	October-November 2009	individual profiles created
Develop and implement an in-school program for basic skills (arithmetic, math facts) practice.	Principal, Math Coordinator, IT Specialist	software, stipend for teacher	begin implementation in December 2009-January 2010	pre-assessment and pos-assessment data
Offer one-to-one support for students who do not show improvement after completing program.	Principal, Department Head of Student Services	stipend(s) or trained volunteer tutors	March 2010	pre-assessment and post-assessment data
Research effective models for identifying and accelerating gifted math students.	ad hoc committee of teachers, parents, administrators	books, substitute pay for site visits	February – April 2010	recommendation for program pilot in 2010
Implement additional strategies for differentiation within math classes in order to better support struggling students and challenged advanced students.	math teachers supported by consultant/coach	consultant fee, PD time	February – June 2010	additional strategies implemented

Goal 2: Increase leadership, community service and community involvement opportunities for all students

ACTION PLAN	PERSON RESPONSIBLE	RESOURCES	TIMETABLE	EVALUATION
Revive student council.	Principal, Advisors	n/a	November elections, monthly meetings	structure created for student council, at least one student initiative achieved
Develop flexible community service program with student-led steering committee.	Principal, student committee, faculty advisors	n/a	October 2009 – May 2010	at least four student-organized community service projects completed
Create an environmental action committee to plan and support "sustainable school" initiatives.	Environmental Club Advisor, Principal		February 2010	committee created, initiatives planned and implemented
Reach out to the community to find ways for students to get involved in community-based efforts.	Site Council, administrative team, teachers	n/a	September 2009 – June 2010	student participation in at least eight community-based efforts
Research leadership-development programs and encourage participation by Thurston students.	administrative team, Site Council, faculty members	funding for programs—potential grant?	October 2009 – June 2010	student participation in at least four programs

Goal 3: Research and develop a comprehensive advisory program.

ACTION PLAN	PERSON RESPONSIBLE	RESOURCES	TIMETABLE	EVALUATION
Form study committee	administrative team	n/a	by March 2010	committee of teachers, students(?), administrators, and parents formed
Identify areas of need and concern	Advisory Committee, Site Council?	survey models, focus group time	March – April 2010	Areas of concern identified and prioritized
Share needs assessment with wider community	Principal, Advisory Committee, Site Council, PTO	email update, newsletter, face-to-face meetings, web site	May 2010	Information disseminated
Research existing advisory models and evaluate strengths and weaknesses	Advisory Committee, Site Council?	contemporary books and articles, site visits (substitute pay)	June -October 2010	List of models created and evaluated
Make recommendation for advisory program to Site Council, Faculty, Students and gather feedback	Advisory Committee	meeting time	November 2010	Program recommended and feedback gathered.
Review feedback, adjust program model as needed, develop staff training timeline and list of resources.	Advisory Committee, administrative team	n/a	November 2010	Program model revised, timeline and resource list for faculty training created.
Gather training resources, create plan for staff training.	administrative team	funding to hire trainer program materials	December 2010	Staff training plan completed.
Share information about program pilot with wider community	administrative team	email update, summer newsletter, web site	December 2010 - January 2011	Pilot information readily available.
Train participating staff, and pilot new program.	administrative team, trainer	funding to hire trainer program materials	February – October 2011	Program launched.
Gather feedback, evaluate program and revise as needed.	Advisory Committee, administrative team, Site Council	surveys, focus group time	November 2011 – January 2012	Feedback gathered, program revised.

Goal 4: Review the Student Handbook and School Crisis Plan

ACTION PLAN	PERSON RESPONSIBLE	RESOURCES	TIMETABLE	EVALUATION
Review the Student Handbook with a careful analysis of new laws, policies and procedures	Site Council, administrators	Copies of handbooks Copies of appropriate state and federal laws Staff input	January 2010-May 2010	Revised Student Handbook language
Review the School Crisis Plan	Incident Management Team	n/a	December 2009-January February 2010	Revised School Crisis Plan
Include appropriate revisions in the 2010-2011 Student Handbook and School Crisis Plan	administrators	n/a	Spring 2010	Revisions included in the 2010-2011 Student Handbook and School Crisis Plan
Staff members trained to follow updated handbook and crisis procedures.	Assistant Principal	n/a	Fall 2010	Staff members trained
Students trained to follow new safety procedures.	Teachers, Administrators	n/a	Fall 2010	Students know safety procedures
Students and parents/guardians review new handbook.	Homeroom advisors, students, parents/guardians	Copies of Student Handbook, sign-off sheets	Fall 2010	All sign-off sheets submitted

Goal 5: Develop the FY' 11 Budget Proposal

ACTION PLAN	PERSON RESPONSIBLE	RESOURCES	TIMETABLE	EVALUATION
Review the FY' 10 budget, professional staffing, class size reports, and FY '11 funding forecast	administrative team	FY 10 actuals	October – November 2009	Data Reviewed
Determine funding priorities.	administrative team, K-12 directors, central office administration, Site Council and Thurston staff	meeting time	November 2009	Priorities determined
Create FY' 11 budget proposal within parameters set by the Superintendent and Director of Finance.	Principal, cost center leaders	meeting time	November 2009	Budget proposal created