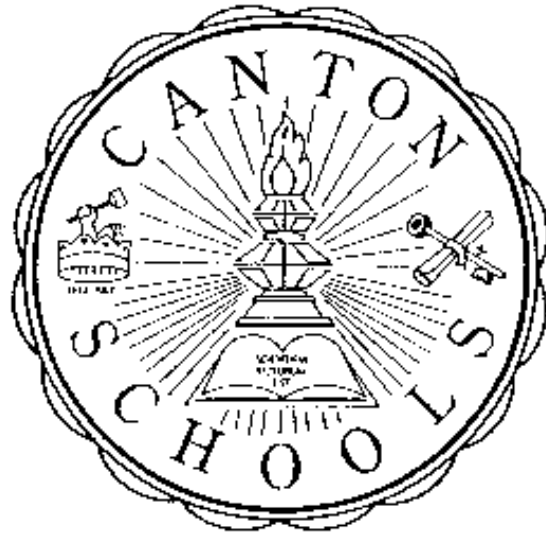


CANTON PUBLIC SCHOOLS

CANTON MIDDLE SCHOOL

CONTINUOUS IMPROVEMENT PLAN 2024-2025

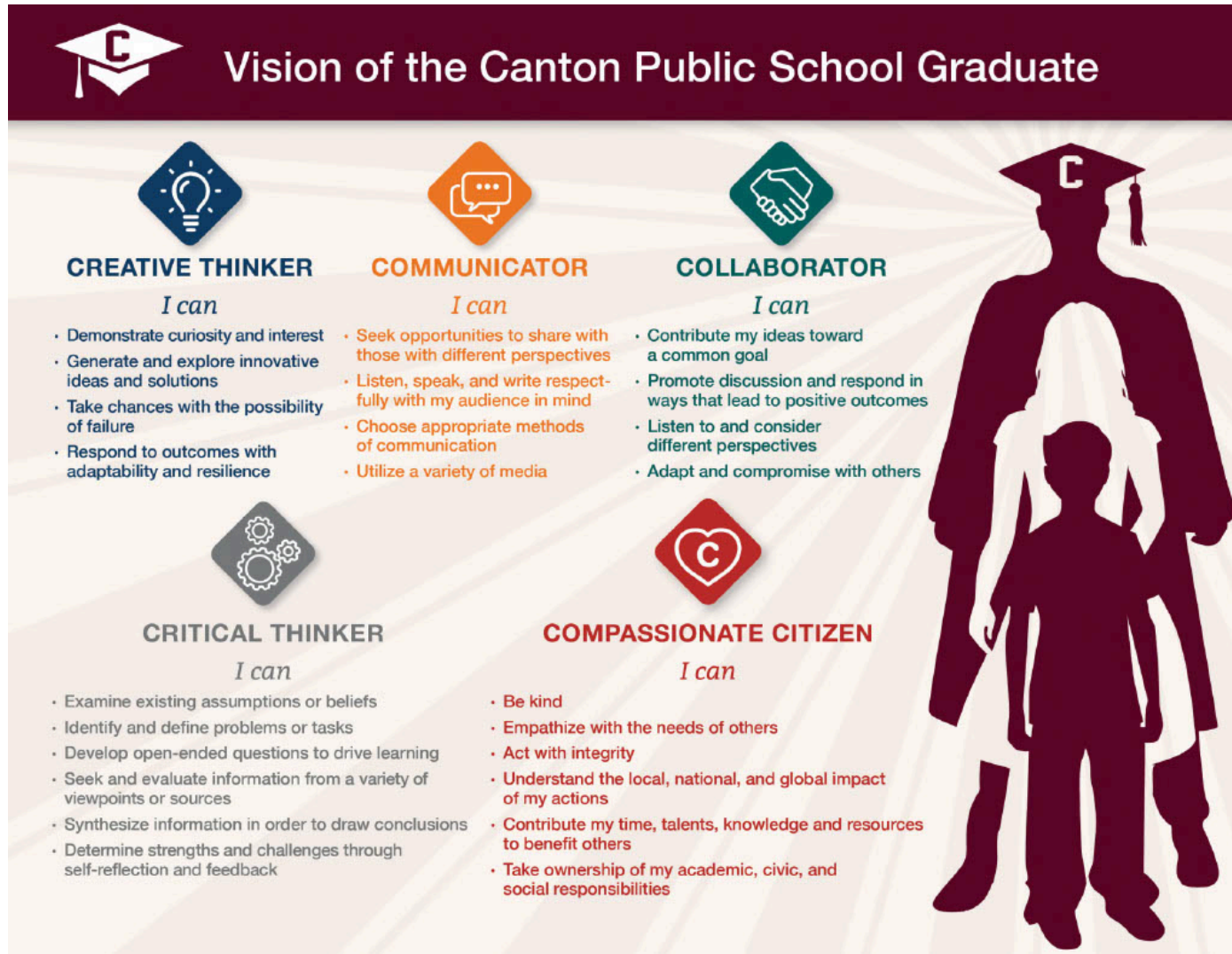


Jeff Moore
Principal

Table of Contents

Vision of the Canton Public Schools Graduate	3
Board Goal #1: Student Growth and Achievement	4-5
Board Goal #2: Partnerships and Community Engagement	6
Board Goal #3: Financial Sustainability and Efficient Operations	7
Board Goal #4: Learning Environment and Belonging	8
Board Goal #5: Embracing Equity	9
Board Goal #6: Workforce Development	10

Canton Public Schools



The infographic features a dark red header with a white graduation cap icon containing a 'C' on the left and the title 'Vision of the Canton Public School Graduate' in white text. Below the header, five skill categories are arranged in a grid. Each category has a colored diamond icon: a lightbulb for Creative Thinker (blue), speech bubbles for Communicator (orange), hands shaking for Collaborator (green), gears for Critical Thinker (grey), and a heart with a 'C' for Compassionate Citizen (red). To the right of these categories is a large silhouette of a graduate in a cap and gown, with a smaller silhouette of a child in front of it. The background has a subtle sunburst pattern.

Vision of the Canton Public School Graduate

CREATIVE THINKER

I can

- Demonstrate curiosity and interest
- Generate and explore innovative ideas and solutions
- Take chances with the possibility of failure
- Respond to outcomes with adaptability and resilience

COMMUNICATOR

I can

- Seek opportunities to share with those with different perspectives
- Listen, speak, and write respectfully with my audience in mind
- Choose appropriate methods of communication
- Utilize a variety of media

COLLABORATOR

I can

- Contribute my ideas toward a common goal
- Promote discussion and respond in ways that lead to positive outcomes
- Listen to and consider different perspectives
- Adapt and compromise with others

CRITICAL THINKER

I can

- Examine existing assumptions or beliefs
- Identify and define problems or tasks
- Develop open-ended questions to drive learning
- Seek and evaluate information from a variety of viewpoints or sources
- Synthesize information in order to draw conclusions
- Determine strengths and challenges through self-reflection and feedback

COMPASSIONATE CITIZEN

I can

- Be kind
- Empathize with the needs of others
- Act with integrity
- Understand the local, national, and global impact of my actions
- Contribute my time, talents, knowledge and resources to benefit others
- Take ownership of my academic, civic, and social responsibilities

Board Goal #1: Student Growth and Achievement

Improve student achievement through rigorous, supportive instruction to ensure students are college and career ready

School Goal: Students will increase their academic performance in the areas of ELA and math.

ELA Goal

The average growth target achieved will be 75% or greater on the ELA Smarter Balanced Assessment in Spring 2025.

Math Goal

The average growth target achieved will be 75% or greater on the Math Smarter Balanced Assessment in Spring 2025.

Background information: ELA and Math Growth by Cohort

ELA

	22-23	23-24	24-25
Current Gr. 8	37.1% growth rate (in 6th gr.) <i>54.8% avg. target achieved</i> <i>61.3% at or above proficient</i>	32.4% growth rate (in 7th gr.) <i>51.4% avg. target achieved</i> <i>54.8% at or above proficient</i>	Target: 75% growth rate
Current Gr. 7	41.9% growth rate (in 5th gr.) <i>60.3% avg. target achieved</i> <i>61.5% at or above proficient</i>	46.2% growth rate (in 6th gr.) <i>65% avg. target achieved</i> <i>64.9% at or above proficient</i>	Target: 75% growth rate

Math

	22-23	23-24	24-25
Current Gr. 9 Celebrating Success	42.2% growth rate (in 7th gr.) <i>57.7% avg. target achieved</i>	59.5% growth rate (in 8th gr.) <i>74.7% avg. target achieved</i>	
Current Gr. 8	46.2% growth rate (in 6th gr.) <i>67% avg. target achieved</i> <i>56.8% at or above proficient</i>	37.8% growth rate (in 7th gr.) <i>51.8% avg. target achieved</i> <i>51.7% at or above proficient</i>	Target: 75% avg. growth rate
Current Gr. 7	29.7% growth rate (in 5th gr.) <i>47.1% avg. target achieved</i> <i>59.6% at or above proficient</i>	53.3% growth rate (in 6th gr.) <i>71.7% avg. target achieved</i> <i>62.8% at or above proficient</i>	Target: 75% avg. growth rate

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Implement Year 1 of CT State Department of Education Commissioners	Principal Instructional Leaders Instructional coaches	Yearlong	Funds for professional development Curriculum development and implementation time and support	ELA curriculum Data from Instructional Rounds Shared definition of High Quality Instruction

Network Turnaround plan				
2. Teachers and instructional leaders set and monitor goals for growth in their academic areas	Teachers Instructional Leaders	October	Professional time TEVAL process	Achievement of goals and actions steps at year end meetings Data from Instructional Rounds
3. Develop department, data driven plans for improved performance on Smarter Balanced Assessments	Department Chairs Teachers	Plan by October Execute yearlong	Department time Data warehouse Results from STAR and Smarter Balanced interim assessments PD on data analysis	Documented plans Minutes from meetings
4. Ensure a comprehensive assessment plan to support use of formative assessment and provide summative data	Teachers Principal Consultant Teacher of Reading	Yearlong	STAR SBA Interim Assessments Common Formative Assessments IXL Diagnostic and Monitoring	Documented plan Data from completed assessments PD plan Data team minutes
5. Utilize time effectively to provide timely academic supports to students	Principal Teachers Tutors	Yearlong	IXL Flex time Push-in tutoring	Proposals for revisions to schedule List of students who received targeted interventions
6. Conduct regular data team meetings	Principal Instructional Coaches Team Leaders	Yearlong	Assessment results LinkIt	Minutes from data team meetings
7. Universally write and utilize high-quality learning targets	Principal Teachers Instructional Coaches	Yearlong	Learning sessions, individual and in team and faculty meetings	Walkthrough data 100% of staff utilizing proficient Learning Targets
8. Provide executive functioning lessons to support student organization and engagement	Advisors Library Media Specialist	Advisory lessons quarterly	Organizational supplies Planning time Meeting time	Articulated lessons Student artifacts Student meetings and reflections

Board Goal #2: Partnerships and Community Engagement

Enhance communication pathways for students, staff, and the community in order to build responsive, supportive connections for all

School Goal: Celebrate and engage our school community through increased partnership and improved effective communication.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue parent partnership through the PTO	Principal	September, then yearlong	Meeting time	Meeting minutes Turnaround plan
2. Teachers proactively communicate with families regarding student success, progress and needs	Certified staff Department Chairs Evaluators	October, then yearlong	Goal setting documentation Observations and reflection time	Evaluation documents Communication artifacts
3. Hold community events in Hartford to strengthen Canton/Hartford connection	Principal Open Choice Liaison	Winter and Spring	Meeting location Funding for food	Attendance at events Parent feedback pre and post
4. Highlight and showcase school activities through Principal's weekly newsletter	Principal Admin Assistant Staff as contributors	Yearlong, weekly	Training on best practices; improved use of SchoolMessenger	Weekly newsletter Parent survey results
5. Continue to utilize community members as partners in student learning through events such as Community Wellness Day	Principal School Counselor	Yearlong	Volunteer outreach Event time Large event spaces Thank you gifts for volunteers Supplies for events	Attendance at events School Communication

Board Goal #3: Financial Sustainability and Efficient Operations

Maintain a strong financial management structure to ensure financial sustainability to maximize financial resources available

School Goal: Create a forecasting model to anticipate and meet the needs of students

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Collaborate to manage and communicate Capital improvement requests	Principal, Central office, Facilities	Fall	Meeting time/budget	Updates/budget
2. Monitor class sizes to ensure appropriate learning environments and staffing and create alternate year offerings	Administration, Assistant superintendent department leaders	Fall budget process	Meeting time, Program of Studies	Efficient staffing, evaluation of course cycles
3. Collaborate with Central office to create an ongoing analysis/projection for staffing and resources	Administration, Superintendent department leaders	Ongoing	Meeting time	Budget Recommendations
4. Continue replacement cycles for textbooks, uniforms, musical instruments, furniture, and technology to allow for predictable expenses and develop a cycle to dispose of items that are outdated or no longer needed	Administration, Department leaders, Athletic Director, Business Manager	Fall budget cycle	Time	Revised cycles Budget recommendation
5. Continue to analyze student achievement data to ensure adequate supports and staffing	School and district administration, department leaders	Fall and ongoing	Time	Student performance data
6. Budget for and utilize funding from CT State Commissioner's Network	Turnaround Committee members	Fall and ongoing	Meeting times Teacher stipends	Commissioner's Network Grant

Board Goal #4: Learning Environment and Belonging

Foster a safe and positive learning environment in which students and adults engage in order to develop compassionate, resilient citizens of a local and global world

School Goal: Foster a safe and positive learning environment that encourages students to demonstrate and strengthen the attributes of the Canton Vision of a Graduate

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Incorporate resiliency lessons into Advisory program	Advisors School Climate Team	Yearlong	FVHD Resiliency resources	Advisory lesson plans Student survey results
2. Increase usage of restorative practices and CMS Way tenets	Principal School Climate Team	Yearlong	PD time	Student meetings Planning documents
3. Continue to embed attributes of the Vision of a Graduate into curriculum, instruction and assessment	Teachers Department chairs Administration	Yearlong	Time	Artifacts with Vision of Graduation connection Student reflections
4. Administer and use DESSA instrument to target school climate goals	Administration Pupil Personnel Teachers	Fall and Spring	Meeting time	Access to DESSA training Implementation of DESSA
5. Provide universal supports for organization, achievement and community building	Principal Advisors Library Media Specialist	Advisory lessons quarterly Yearlong community events	Organizational supplies Meeting time	Articulated lessons Student artifacts Student meetings and reflections
6. Revise and utilize revised team structures to better support student engagements and performance	Principal School Climate Team Student Support Team School Leadership Team Specialists	Weekly	Team meeting times Training	Meeting agendas and minutes SIT processes and supports Attendance data

Board Goal #5: Embracing Equity

Strive to create an inclusive and culturally responsive learning environment that celebrates diversity, fosters a sense of belonging, and prepares students for a global society

School Goal: Continue to foster a safe, inclusive and responsive school environment in which all students are seen and valued so that they can achieve their personal best

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create opportunities for courageous conversations through Advisory	Principal Advisors Student leaders	Yearlong	Advisory time	Activity lesson plans
2. Empower student groups to create events and resources that promote kindness	Principal Club leaders	Yearlong	Supplies for events Meeting times	Events Attendance Student survey results
3. Promote equitable teaching strategies that engage all learners and support all needs	Principal Teachers District Equity Team	Yearlong	PD meetings	Meeting minutes Lesson plans Observations
4. Review school climate survey data related to culture and respect for diversity	Principal	Yearlong	PBIS plan Meeting time Signage and events	Communication artifacts Student presentation in morning announcements Student results on spring climate survey
5. Proactively address equity work and respond to inequities as needed through revised School Climate Team structure	PBIS Chair District Equity Team member Principal School Climate Team	Yearlong Weekly meetings	Meeting time	Meeting minutes Lesson plans Spring Climate Survey results

Board Goal #6: Workforce Development

Continuously invest in the development of a skilled staff through hiring, retention, and development in order to promote continuous growth

School Goal: Build the capacity of all educators through a focus on data informed instruction and intervention

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Facilitate data team meetings and action planning sessions	Principal	September	Meeting time Data Wise and similar resources	Presences at team meetings
2. Continue to evaluate and work to meet the staffing needs	Principal	September and ongoing	Student projection Student assessment results	Schedule Interventions offered Fully staffed building
3. Provide professional development to staff to build capacity in focus areas	Principal EdAdvance partners	Yearlong	PD time Financial resources for PD, focus on literacy	PD artifacts Classroom observations STAR results
4. Promote engagement in the revision of the teacher evaluation process	PDEC committee	Yearlong	Meeting time	Observations Post-ob meetings Goals and reflections
5. Provide professional development focused on the writing and use of high-quality learning targets	EdAdvance partners Principal Department Chairs	September and ongoing	Professional development time Meeting time Walkthroughs	Data from walkthroughs Observation data Student learning outcomes, STAR and SBA
6. Continue curriculum writing and documentation	Department Chairs EdAdvance partners Principal	Yearlong work Completed by June 2025	Meeting time Substitute coverage Model curriculum resources	Written curriculum aligned to state standards Units drafted throughout the year Meeting minutes