Shakopee PUBLIC SCHOOLS *EDUCATION FORWARD*

Goal 1	West Middle School will increase its student course passing rate to 98% in the 23-24 school year. Subgoal: Focus on the passing rates of our black and brown students.
What is our current reality?	22-23 school year: 96.04% of courses were passed 21-22 school year: 95.2% of courses were passed
What will this look like when we are done?	● Students will be more prepared to succeed in a diverse world. ● Students will gain academic/social/emotional confidence.
How are we going to measure our progress on this goal?	1. Teams will focus on the students that are failing one-three classes. They will look at the data and create plans for individual students during Team Time. 2. Pull data weekly on the students who are struggling in multiple classes (4 or more) to bring to teams/I-Team 3. Term grade data pulls to track progress 4. Data will be broken down by demographics in order to ensure that all student learning needs are met

How are we going to get this done?
AFL? DD?

School Year	Action Steps

2023-2024	1. Team conversations and plans for individual students who are struggling
	   a. Teams
	   b. Documented intervention plan and data collection for individual students
	   c. Two Team meetings a week will be devoted to looking at data and conversations around students
	2. PD around AFL strategies 2, 3, and 5. Teachers will write PGPs on one of these three strategies to focus their work on.
	   a. All staff will write PGPs on an AFL strategy. SEL training on how to meet the needs of the whole student
	   b. Work will be done in PGP learning teams (those that picked

	the same strategy) and every-other staff meeting will have an AFL learning component to it.
	   c. PGPs will be written at West's first staff meeting and PD around the strategies will continue throughout the school year.
	3. PD around common academic/executive functioning strategies
	   a. AVID, MTSS coach, Teaming conversations
	   b. Usable strategies that any teacher can use in any content area
	   c. Mini-lessons on executive functioning will be built into Adviosries throughout the year. Student planners will be utilized schoolwide.
	4. Students will receive appropriate supports when Team interventions are not being successful.
	   a. Teams, MTSS Coach, I-Team
	   b. I-Team referrals will be submitted by teams after the interventions prove to not be successful. Teams may reach out to the MTSS Coach for assistance in building the interventions that the team tries with a student.
	   c. Throughout the year. I-Team meets Wednesday mornings weekly.
	   d. PD around interventions that teachers can implement with students in their classes.
	5. Focus on PLC work, both within West as well between the two middle schools.
	   a. PLCs (West and East/West)
	   b. West PLCs will meet twice per month and East/West PLCs will meet monthly. Focus on strategy work, common grading, and common assessment.
	   c. Throughout the year.

2024 - 2025	Continue the 23-24 plan with some changes as we realize what is or is not working throughout the school year.

West Middle School Improvement Plan 23-24		
Goal 1	*Goal 2*	*Goal 3*

Shakopee
PUBLIC SCHOOLS
EDUCATION FORWARD

Goal 2	100% of West students and staff feel safe, valued, and supported.
What is our current reality?	**22-23 School year data:** ● On average, 87.1% of West students said they are happy or very happy at West. ● On average, 73.7% of West students said they feel safe, valued, and supported at West. ● On average, West staff gave a 4.4, on a scale of 1-5 (strongly disagree to strongly agree), when it came to feeling belonging at West. ● On average, West staff gave a 4.2, on a scale of 1-5 (strongly disagree to strongly agree), when it comes to them enjoying coming to work each day.
What will this look like when we are done?	Greater levels of student/staff engagement Student/staff involvement Sense of community and belonging Smiles
How are we going to measure our progress on this goal?	1. Student survey to be taken by all students through Advisory twice a year. 2. Staff will take a survey twice a year. 3. Site Team will gather informal input from teachers throughout the year. 4. Teacher retention

How are we going to get this done?
AFL? DD?

School Year	Action Steps

2023-2024	1. Student Survey
	  a. All students
	  b. Google Form students will take in Advisory
	  c. 2 times a year (beginning of 2nd and 4th quarters)
	2. Staff Survey
	  a. All staff
	  b. Google Form staff will take in Staff Meetings
	  c. 2 times a year (beginning of 2nd and 4th quarters)
	3. Small support groups established
	  a. Counselors and students who are identified from the survey
	  b. Based on the need of students
	  c. After survey is taken
	4. Individual Student Check-ins
	  a. Counselors, social worker, equity specialist
	  b. Based on the survey results

	c. After the survey is taken
	5. Build school-wide community
	      a. Advisories
	      b. SEL curriculum, team building activities
	      c. Throughout the year
	6. Developmental Designs Training
	      a. Available to all staff- only 15 certified staff left to be trained
	      b. SEL training on how to meet the needs of the whole student
	      c. June '24 session
	      d. Modeling of strategies in staff meetings and PD

2024-2025	1. Student Survey
	      a. All students
	      b. Google Form students will take in Advisory
	      c. 2 times a year (beginning of 2nd and 4th quarters)
	2. Staff Survey
	      a. All staff
	      b. Google Form staff will take in Staff Meetings
	      c. 2 times a year (beginning of 2nd and 4th quarters)
	3. Small support groups established
	      a. Counselors and students who are identified from the survey
	      b. Based on the need of students
	      c. After survey is taken
	4. Individual Student Check-ins
	      a. Counselors, social worker, equity specialist
	      b. Based on the survey results
	      c. After the survey is taken
	5. Build school-wide community
	      a. Advisories
	      b. SEL curriculum, team building activities
	      c. Model strategies in staff meetings and PD hroughout the year

West Middle School Improvement Plan 23-24		
Goal 1	*Goal 2*	*Goal 3*

Professional Development Plan

Date	Event	Topic	Goal from above
Week of Aug 21	New Teacher Workshop	Intro AFL work and PGP plans with new staff members Experience community building throughout induction week.	1 2
Week of Aug 28	Workshop Week	Advisory Revamp and Expectations	2

		Take-a-Break	
		District AFL session Middle level grading and PLC expectations	1
October 6	2 hour early release	MTSS overview and 2x10 intervention	1
		PGP work groups	1
October 18	Professional Development Day		
November 3	2 hour early release	East/West	
January 12	2 hour early release		
March 22	2 hour early release		
April 19	Professional Development Day	East/West	