School: Freeport Middle School 2021-22

District Goal: Focus on Student Achievement through Improved Student-Centered Teaching and Learning

Team SMART Goal	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Begin to implement a plan/pathway for current and future practice at FMS to support and improve equity, diversity, and inclusion	 Continue to work on classroom libraries to ensure books are relevant, engaging and reflect Diversity. Participate in group discussions to learn more about DEI Participate in Equity Maine Training Increasing our own understanding as staff - book clubs; discussion groups etc Integrative Inquiry - Courageous Dialogue training and use with staff Equity Maine training for staff Teaching Tolerance resources Social studies curriculum review Offer Professional Development 	Admin, leadership team, and teachers Admin, Equity team, teachers All staff Equity team All Staff All Staff SS teachers	Ongoing All year Fall All year Fall Fall Fall All year	 Updated library and classroom library collections Data collection from student and teacher surveys Plan developed and next steps determined for SS curriculum Participated in Integrative Inquiry - Courageous Dialogue training and used with staff Equity Maine provided multiple sessions for staff on gender, gender bias, gender identification, pronouns SS teachers worked on multiple units with DCS and Cynthia A Teaching Tolerance used with staff and advisories Staff PLC, book groups, trainings and discussions about DEI topics
Align responsive classroom guiding principles and teaching practices with advisory lessons and activities to support social/emotional competencies.	 Offici Trolessional Development opportunities to train staff in Responsive Classrooms. Provide staff with materials for implementing teaching practices and activities. All advisories complete RC lessons regularly. Staff is provided PD time to learn more about RC and plan advisory lessons accordingly. 	Admin, all teachers Admin, all teachers All teachers All Year	Summer, All Year Fall All Year Year	 Observations and feedback during Advisory from teachers and students All staff trained in Responsive Classroom. Student survey data Initial RC training for teachers, train the trainer model Dedicated staff time in team and staff meeting meetings for advisory planning Advance training will be offered 2023 onsite for staff All staff have completed RC advisory lessons, advanced training needed to improve our RC work

School: Freeport Middle School - 2022-2023 Building Goals

District Goal: Focus on Student Achievement through Improved Student-Centered Teaching and Learning

Goal	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Improve mainstream instruction for ESOL students	Learn computer-based translation skills for content and communication	Apple provided training, FMS tech leaders	Fall 2022 (and ongoing)	Teachers able to translate necessary material for students, teachers able to communicate with students
	Work to determine essential learnings in each stage of language acquisition	FMS teaching strategist, admin, teachers	All year as students enter different stages of learning	Students doing more in English as the year progresses
	Outside professional development to focus specifically on instruction for where our kids presently are	Admin	2022-23 school year	Students doing more in English as the year progresses
	Creating a phased progression of learning targets for students, linked to data (WIDA/NWEA)	FMS teaching strategist, admin, teachers	2022-23 school year	NWEA / WIDA test score improvement
Improved communication to students and parents at Freeport Middle School	Review parent / teacher conference set up and make changes as needed	Admin	2022-23 school year	Parent / teacher Feedback
Treeport initiality oction		Admin	2022-23 school year	Survey data of new students
	New students support team Weekly emails with news and information sent to parents and students	Teachers, Admin (teaching staff to use Bright Arrows)	2022-23 school year	Weekly emails sent
	Teachers/teaching teams	Teachers	2022-23 school year	Monthly communication
	sending monthly communications to parents	Teachers	2022-23 school year	Updated Google Classroom assignments
	Google Classroom updated in advance of classes so all students know the plan for the class		,	3