

School/Department: Cosgrove Middle School

School Year: 2023-2024

Spencerport's Strategic Objectives:

1. A Connected and Collaborative Environment
2. The Student Experience
3. Academic Excellence

Goal Areas:

1. Relationships
2. MTSS Implementation
3. Grading and Assessment

Goal Area 1: Relationships

Spencerport's Strategic Objective: A Connected and Collaborative Environment

School/Department Goal: Cosgrove will foster a welcoming and affirming environment where all students, staff, and the community feel connected and valued.

Target(s):

- Increase participation in Year-End Surveys
- Students –
 - 83% of students will report that they have a teacher or other adult from school that they can count on no matter what on the Year-End Panorama Survey in June 2024.
 - 94% of students will report that they have a friend at school that they can count on no matter what on the Year-End Panorama Survey in June 2024.
- Faculty and Staff –
 - 95% of faculty and staff will report they feel connected to the school and their colleagues on the Year-End Survey in June 2024
 - 95% of faculty and staff will report that they feel connected to their students on the Year-End Survey in June 2024
- Community –
 - 85% of community members will report that the school values the backgrounds and identities of all members of the school community on the Year-End Survey in June 2024.
 - 85% of community members will report that the school's policies and programs reflect respect and value the diversity of the families in the community on the Year-End Survey in June 2024.

SCHOOL/DEPARTMENT GOAL PLANNING

Strategies that will be used:

Action step(s) initiated	Person(s) responsible	Necessary Resources <i>(Timeline, professional learning needs, financial allocation)</i>	Mid-Year Evaluation & Evidence	End-Year Evaluation & Evidence
Positive Student Recognition: <ul style="list-style-type: none"> • Postcards/Notes Home (via mail) • PBIS Incentives • Emails/Calls Home • Schoology Messages • Student of the Month • Small Informal Acts of Recognition 	Staff Faculty Administration	Timeline: <ul style="list-style-type: none"> • September – June Resources: <ul style="list-style-type: none"> • Postcards/Notes with Envelopes 	Mid-Year Check-In Survey (February) Student/Family Informal Feedback BPT Mid-Year Review of Plan	Spring Panorama Survey Student/Family Informal Feedback
Implement social emotional strategies to support the mental health of all students <ul style="list-style-type: none"> • Community Circles 	Staff Faculty Administration	Timeline: <ul style="list-style-type: none"> • September - June 	BPT Solicits Input from Constituents and Reports in February	Spring Panorama Survey Student/Family Informal Feedback Family Year-End Survey
Promote and Increase Participation in Clubs and Activities	Staff Faculty Administration Students	Timeline: <ul style="list-style-type: none"> • September – June Resources: <ul style="list-style-type: none"> • School Announcements • Website • Include Clubs/Activities in Emails at Start of Year 	Team Meeting Feedback on Student Connectedness Conduct Student Interest Survey for Clubs/Activities	Spring Panorama Survey Student/Family Informal Feedback Family Year-End Survey

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<p>Continue to Seek School-Sponsored Student Social Events:</p> <ul style="list-style-type: none"> • 7 & 8 Dance • 6th Grade Activity (?) 	<p>Faculty Administration Students</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • 1-2 Events Sept – Jan • 1-2 Events Feb - June 	<p>Informal Reflections by BPT</p>	<p>Informal Reflections by BPT</p>
<p>Re-Establish Faculty & Staff Social Committee:</p> <ul style="list-style-type: none"> • Red Wings/ Amerks/ Knighthawks Games • Social Events • Game Events • Family Oriented Social Outings 	<p>Faculty Staff</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September – June 	<p>Informal BPT Check-In on Faculty & Staff Social Events</p>	<p>Informal BPT Reflection on Social Offerings for the Year</p>
<p>Team Building Faculty Meetings</p>	<p>Faculty Staff Administration</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September – June 	<p>Mid-Year Evaluation of Team Building Meeting</p>	<p>Year-End Evaluation of Team Building Meetings.</p>
<p>Continue to Work to Increase Community Involvement</p> <ul style="list-style-type: none"> • Resource Fair during Open House • Regular Communication via Multiple Modalities 	<p>Administration Social Workers Faculty Parents/Community Members</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September – June 	<p>Mid-Year Evaluation of Community Involvement</p>	<p>Year-End Evaluation of Community Involvement</p>
<p>Continue to explore opportunities to spread</p>	<p>Faculty/Staff</p>	<p>Timeline:</p>	<p>BPT Mid-Year Survey</p>	<p>BPT Year-End Survey</p>

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<p>awareness and acceptance amongst all communities (i.e, LGBTQ+, students of color, differing religions, ELLs, etc.) and to increase a sense of student belonging.</p>	<p>Students Administration Organizations</p>	<ul style="list-style-type: none"> September - June 		
<p>Transitions Develop streamlined process to ensure smooth transition for students into 6th and 9th grades. -</p>	<p>Administration Counselors Social Workers</p>	<p>- September - June</p>	<p>Mid-year reflections</p>	<p>End of year survey</p>

Goal Area 2: MTSS Implementation

Spencerport’s Strategic Objective: Student Experience

School/Department Goal: All students will receive appropriate services, supports, and individualized intervention/learning based on data from participation in multiple assessments (including diagnostic, common, formative, etc.) through our use of Multi-Tiered Systems of Supports (MTSS)

Target(s): By June 2024, Cosgrove’s MTSS Process will show improvement of at least one indicator point per criterion on *Multi-tiered System of Supports (MTSS) Fidelity of Implementation Rubric*, (as compared to Fall 2023).

Strategies that will be used:

Action step(s) initiated	Person(s) responsible	Necessary Resources <i>(Timeline, professional learning needs, financial allocation)</i>	Mid-Year Evaluation & Evidence	End-Year Evaluation & Evidence
Establish Team meeting norms within the first few weeks of school prioritizing agenda items, setting time limits for discussion, determining roles (timekeeper) and establishing meeting structures.	Administration Grade-Level Team Members Social Workers	Timeline: <ul style="list-style-type: none"> September Revisit as needed throughout the year 	Teams reflect on norms and make changes as needed. Meeting Minutes	Teams reflect on norms used throughout the year and their effectiveness. Meeting Minutes
Positive Behavioral Intervention and Supports (PBIS):	PBIS Team Administration	Timeline: <ul style="list-style-type: none"> September - June 	Events/Lessons were implemented	Events/Lessons were implemented

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<ul style="list-style-type: none"> • Lessons • Positive Recognition 	Faculty/Staff		PBIS Committee reflection on activities from Sept. – Jan.	PBIS Committee reflection on activities from Jan. – June
<p>Increase staff awareness and understanding of MTSS Process:</p> <ul style="list-style-type: none"> • Flow Chart • CMS MTSS Plan • Faculty Meetings • Grade-Level Team Meetings • Parent/Guardian Communication 	<p>Administration</p> <p>DO Administrators</p> <p>Mental Health Staff</p> <p>Rtl Staff</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September - June 	Mid-Year Survey on Effectiveness	Year-End Survey Results
<p>Goals set for students identified as needing Tier 2 or Tier 3 behavioral or academic supports</p>	<p>Rtl Providers</p> <p>Content Teachers</p> <p>Mental Health Staff</p> <p>Administration</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September - June 	Check-in on RtIm Direct during MTSS Data Days between content and Rtl teachers	Check-in on RtIm Direct during MTSS Data Days between content and Rtl teachers
<p>Progress monitoring of student goals</p>	<p>Rtl Providers</p> <p>Content Teachers</p> <p>Mental Health Staff</p> <p>Administration</p> <p>Grade-Level Teams</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September - June 	Check-in on RtIm Direct during MTSS Data Days and/or Grade-Level Team Meetings (Tier dependent)	Check-in on RtIm Direct during MTSS Data Days and/or Grade-Level Team Meetings (Tier dependent)
<p>Tier 1 Instruction and Support</p>	<p>Content Focused Coaches</p>	<p>Timeline:</p> <ul style="list-style-type: none"> • September - June 	Check-ins with Grade-Level MTSS Teams per progress monitoring.	Check-ins with Grade-Level MTSS Teams per progress monitoring.

	Grade-Level Teams			
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2023 – 2024 | Goal: 3

Goal Area: Grading and Assessment

Spencerport’s Strategic Objective: Academic Excellence

School/Department Goal: Adopt and implement consistent grading and assessment practices building wide.

Target(s):

- Departments will align and implement their grading practices to be consistent with building and district expectations.
- By June 2024, all content areas will utilize eDoctrina for common summative and formative assessments.

Strategies that will be used:

Action step(s) initiated	Person(s) responsible	Necessary Resources	Mid-Year Evaluation & Evidence	End-Year Evaluation & Evidence
Adopt and implement Assessment Practices and Grading Protocols Committee Recommendations: <ul style="list-style-type: none"> • Language • Policies 	Administration Teacher Leaders Faculty/Staff	<ul style="list-style-type: none"> • Common language with definitions • Priority Area information (i.e., Re-Take Policy and Late Work) 	Re-Take Policy Implemented by the end of Quarter 1 At the beginning of Quarter 2, reflect on Re-Take Policy.	Year-End evaluation (i.e., survey) of overall effectiveness
Department Teachers work collaboratively to create re-	Teacher Leaders	<ul style="list-style-type: none"> • Common document that outlines the re-take policy 	Re-Take Policy Implemented by the end of Quarter 1	Year-End evaluation (i.e., survey) of overall effectiveness

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<p>take policies that work within their content areas.</p> <ul style="list-style-type: none"> • Time allotment for re-takes • Re-teach • Point values 	<p>Content Area Teachers</p>	<p>that the department determines</p>	<p>At the beginning of Quarter 2, reflect on Re-Take Policy.</p>	
<p>Utilize eDoctrina to house, administer, and analyze data for:</p> <ul style="list-style-type: none"> • Common Summative Assessments • Common Formative Assessments 	<p>Teacher Leaders Faculty Administration</p>	<ul style="list-style-type: none"> • eDoctrina 	<p>On Half Data Days, Departments look at their eDoctrina data and revise assessments as needed based on reflection.</p>	<p>On Half Data Days, Departments look at their eDoctrina data and revise assessments as needed based on reflection.</p>
<p>Priority Standards:</p> <ul style="list-style-type: none"> • Reach a common understanding and agreement • Implementation • Analyze/revise assessments to ensure Priority Standards are reflected. 	<p>Teacher Leaders Faculty Administration</p>	<ul style="list-style-type: none"> • Instruction Office Resources • Curriculum and Staff Development Council 	<p>Conversations at Teacher Leader and Department Meetings</p> <p>Conversations with Director, Assistant Principal, and Teacher Leader meetings</p>	<p>Conversations at Teacher Leader and Department Meetings</p> <p>Conversations with Director, Assistant Principal, and Teacher Leader meetings</p>