

QUISPAMISIS MIDDLE SCHOOL

Quality, Motivation, Success

Positive Learning and Working Environment Plan

Revised October, 2018

Mission Statement:

Quispamsis Middle School will provide a **Quality** learning environment in which all students are **Motivated** to achieve **Success**.

Vision:

QMS is committed to improved achievement and personal growth in an inclusive, positive, learning environment.

Introduction:

The purpose of the School Improvement Plan is to provide teachers, parents, guardians, district office personnel and other stakeholders with information regarding the goals, strategies, performance and successes of Quispamsis Middle School.

School Profile:

Located at 189 Pettingill Road, the school opened its doors in January 1987 to a student population of approximately 515 students in grades 7, 8 and 9. Today, the school consists of grades 6, 7 and 8 and has a current population of 533 students. The current full time staff consists of 33 teachers, 19 Educational Assistants, 1 School Intervention Worker, 1 Administrative Assistant, and 3 custodians. In addition, the school has a part time staff that includes 1 additional Resource / Guidance teacher (1 day/week), 1 International Student Mentor (1 day/week), 1 Library Assistant (3 days/week), and 1 custodian (4 hours/day).

Abbreviations

AA = Appropriate Achievement	EST-G = Educational Support Teacher - Guidance	PSSC = Parent-School Support Committee
BM = Benchmark	EST-R = Educational Support Teacher-Resource	SP = Strong Performance
BRI / GB+ = Reading Inventory Tools	FILA = French Immersion Language Arts	STEAM = Science, Tech, Engineering, Arts, Math
CLT = Core Leadership Team	PG / PGP = Professional Growth Plan	STEM = Science, Tech, Engineering, Math
ED = Experiencing Difficulty	PL = Professional Learning	TTFM = Tell Them From Me (Survey)
ELA = English Language Arts	PLC = Professional Learning Community	UDL = Universal Design for Learning
ESST = Educational Student Services Team	PLWEP = Positive Learning and Working Environment Plan	

Goal: To provide positive, safe, healthy and inclusive learning and working environments for students and staff.

Priorities	Objectives	Strategies	Timeline	Responsibility
<p>Provide a positive, safe, healthy and inclusive environment</p>	<p>Continue focus and direct instruction of PBIS matrix (Cougar 'PRIDE')</p>	<p>Daily / Weekly class discussion re. matrix (posted in all rooms and common spaces). Linked to Student of the Month (SoM)</p>	<p>Ongoing</p>	<p>All Staff</p>
	<p>Promote internet safety and digital citizenship (incl. social media and cyber-bullying)</p>	<p>Inclusion in Tech and PDCP / Health class. Post parent information to QMS website Parent forums on topic Class presentations</p>	<p>Ongoing</p>	<p>Tech / PDCP Teachers Principal / PSSC Guidance / Community Police</p>
	<p>Ongoing training on PREPARE program, crisis response protocols and EMO</p>	<p>All staff and students familiar with emergency plans and procedures. Practice evacuations and Lock downs</p>	<p>Monthly</p>	<p>Principal</p>
	<p>Continue focus on anti-bullying, and understanding of conflict vs. bullying.</p>	<p>Programs (BTH, Link, etc.); Assemblies / Speakers; displays and bulletin boards; class presentations; outreach w/ Oasis; discussion with parents, etc.</p>	<p>Ongoing</p>	<p>Admin / Guidance PDCP / HR Teachers</p>
	<p>Promote inclusion</p>	<p>Live the <i>Vision</i> (posted in all classrooms) Flags displayed in cafeteria; programs such as Best Buddies and Healthy Lifestyle; recognize international days; GSA; etc. PL to support Inclusion</p>	<p>Ongoing</p>	<p>All</p>
	<p>Utilize school based Pyramid of Interventions (PoI)</p>	<p>Teacher use of established PoI, incl new Code 1 and 2 forms</p>	<p>2018/19</p>	<p>All</p>
	<p>Differentiate instruction with respect to learning styles and abilities in order to meet the diverse needs of students.</p>	<p>Imbed collaboration w/in grade and subject PLCs to provide specific intervention(s) and stretch learning opportunities. Develop, use and maintain class profiles in order to support the planning of UDL lessons.</p>	<p>Ongoing</p>	<p>Admin / PLC / Teachers Teams Admin / CLT</p>

	Promote a healthy lifestyle	Model healthy food choices and offer support: <ul style="list-style-type: none"> - Breakfast bowls / hot breakfast - Open Gym - Open sports clubs - Active enrichment (skating, swim) - Outdoor classroom - Brain bikes in class 	Ongoing	All
	Support the Workplace Health and Safety (WHS) Committee	Monitor, report, and advocate for a safe learning and working environment. Committee members to receive specialized safety training.	Monthly	WHS Committee

Goal: To promote the value of education through effective partnerships and positive pro-active communication.

Priorities	Objectives	Strategies	Timeline	Responsibility
Strengthen connections with family and community	Promote and support school and teacher websites; weekly voicemail / email; daily announcements posted online	Feedback from parents; parent forums; sharing of celebrate items Parent information resources on website	Ongoing	Admin / teachers
	Organize PSSC, Parent, and Student forums / information nights	PSSC Priorities Seek out community presenters Maintain volunteer roster and encourage parents to participate in events	Annual / bi-annual	Principal / PSSC / H&S
	Explore opportunities to incorporate social media (twitter) and engage parents	Increase number of members on H&S facebook page	2018/19	Home & School

Promote citizenship and community service opportunities through a focus on NB Global Competencies	Offer both co and extra-curricular activities which promote citizenship and leadership.	Q CREW; Partners for Youth; community service incorporated in PDCP; Student Council	Ongoing	All
	Explore Project Based Learning (PBL) activities / personalized learning options	Program: Illuminate; Partners for Youth; Huntsman Marine Science Centre; Science Fair; Heritage Fair; Invention Convention, Entrepreneurial Adventures Charity Fundraisers - Childrens' Wish - Q CREW initiatives - KV Food Basket / Turkey Drive - Empty Stocking Fund Community Outreach Programs KWCC – choir visits; social media	Ongoing	All
	Promote learning opportunities with CSMES	Monthly meetings, ongoing dialogue, student mentor / interactions	Ongoing	Principal / Teachers

Goal: Provide opportunities that promote mental fitness

Priorities	Objectives	Strategies	Timeline	Responsibility
Provide opportunities that support and advance mental health / fitness for youth	Explore new in-school programs, and support existing initiatives	LINK; Beyond the Hurt (BTH); DOTS; Parent Information sessions	Ongoing	Guidance / Admin / Staff
	Train staff on Mental Health FA		2018-2019	Requires support from ASD-S
	Provide ongoing learning opportunities for students / staff	Guest speakers; assemblies; staff PL; Guidance & Health board; Anti-bullying; Teen Stress / Anxiety; Internet Safety; ASSIST training	Ongoing	Guidance / Teachers
	Promote 'Celebrate What's Right with the World'	Celebrate board; video display; Cougar PRIDE shout outs; random acts of kindness; Pay It Forward; PRIDE Pass	Ongoing	Celebrate Champion / Staff

<p>To promote student well-being</p>	<p>Implement and support programs which enhance student wellness</p>	<p>Engage outside agencies to provide in-school assistance:</p> <ul style="list-style-type: none"> - Programs (Red Cross, PRUDE, Oasis) - Mentoring opportunities (Best Buddies) - ISD - Community partners <p>Guest Speakers / Assemblies</p> <ul style="list-style-type: none"> - Mental Health - Sexual Health - Community Police - Addiction Services <p>Offer / promote programs to enhance student skills:</p> <ul style="list-style-type: none"> - Babysitting Course - First Aid / CPR - Partners for Youth / BTH <p>Offer clubs / activities that promote social interaction:</p> <ul style="list-style-type: none"> - Q CREW - GSA - Choir / Band - Recycling - Moo Crew, Calendar Crew - Open gym & clubs (badminton, soccer, ski) - Cougar STOP <p>Continue the creation of a 'Learning Commons' in library</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>2019</p>	<p>Guidance / ESST</p> <p>Guidance / Admin / Teachers</p> <p>Guidance / Staff</p> <p>Staff</p> <p>Principal / CLT Dist IT</p>
<p>To promote staff well being</p>	<p>Implement and support programs which enhance staff wellness</p>	<p>Promote and support Staff Wellness Program</p> <ul style="list-style-type: none"> - Staff Shout Outs - Staff Appreciation - Staff Fitness - Holiday events / social gatherings - Secret Staff Member - Gold Rush, Survivor 	<p>Ongoing</p>	<p>Wellness Champion / Staff</p>

To promote School Community Wellness	Support events which gather the greater school community together	Open House	Sept	Admin
		Parent Forum / Cafe	Annually	Admin / PSSC
		Parent / Community Info Nights	Sept - Jun	Admin / PSSC
		Concerts	Throughout	Music / Choir
	Cougar Carnival	May	Home & School/ Committee	
Promote parent involvement	Regular update and encouragement of volunteer opportunities via voicemail, e-mail, and website, Home & School Assoc.	Ongoing	Admin / H&S Assoc	

Goal: To ensure respect for human rights, support diversity, and address discrimination.

Priorities	Objectives	Strategies	Timeline	Responsibility
Promote and strengthen a learning environment that respects diversity and inclusive practices.	Promote school connectedness and Cougar PRIDE	Celebrate What's Right; Student of the Month; Cougar Pride shout outs; posters / banners; video display; PBIS matrix; PRIDE Pass	Ongoing	All stakeholders
	Revisit Mission & Vision	All stakeholders 'live' the intent: Quality Motivation Success	Ongoing	Staff / students
	Provide opportunities to increase staff / student knowledge and skills in promoting respect for human rights, supporting diversity, and addressing homophobia / heterosexism.	Cultural events / celebrations Affirmation posters LGTBQ training GSA Recognize 'international days'	Annually	Admin / Guidance/ ISM Staff / students
	Examine alternate means of tracking attendance and building connectedness	Decrease absenteeism (contact with home); student advocacy; build connections with students; student engagement tracking	Ongoing	Principal / Guidance CLT / ESST

	School Beautification	Enhance green space - Outdoor classroom Space Usage and Improvements - Cafeteria - Library: Learning Commons - QMS Branding (signs / banners / colours)	2018/19	Principal / Committee / Home & School / Student Leadership Principal / Staff / Committee

Goal: To coordinate and maximize access to resources to support students and families.

Priorities	Objectives	Strategies	Timeline	Responsibility
To work with HEC / ASD-S, other EECD partners (SD, Horizon Health, Public Safety), and outside agencies (Police, Community Groups, partners) to support the QMS community.	Maximize effectiveness of ESST to support students.	Weekly meeting to assess needs, triage concerns, and develop / implement strategies.	Weekly	Principal
	Work with District and HEC coordinators / leads to educate staff and offer support	Share schedules and encourage in-school / class collaboration. Seek out opportunities to engage staff and share best practices	Ongoing	Principal / ESST / CLT
	Establish and develop connections with partner agencies and other groups.	Initiate communication and establish dialogue Attend meetings (e.g. ISD)	Ongoing	Principal / ESST / CLT
	Work with school support groups (PSSC and H&S Assoc) to help support families.	Parent information events; share information in weekly emails home; encourage parents to share concerns / ideas	Ongoing	Principal