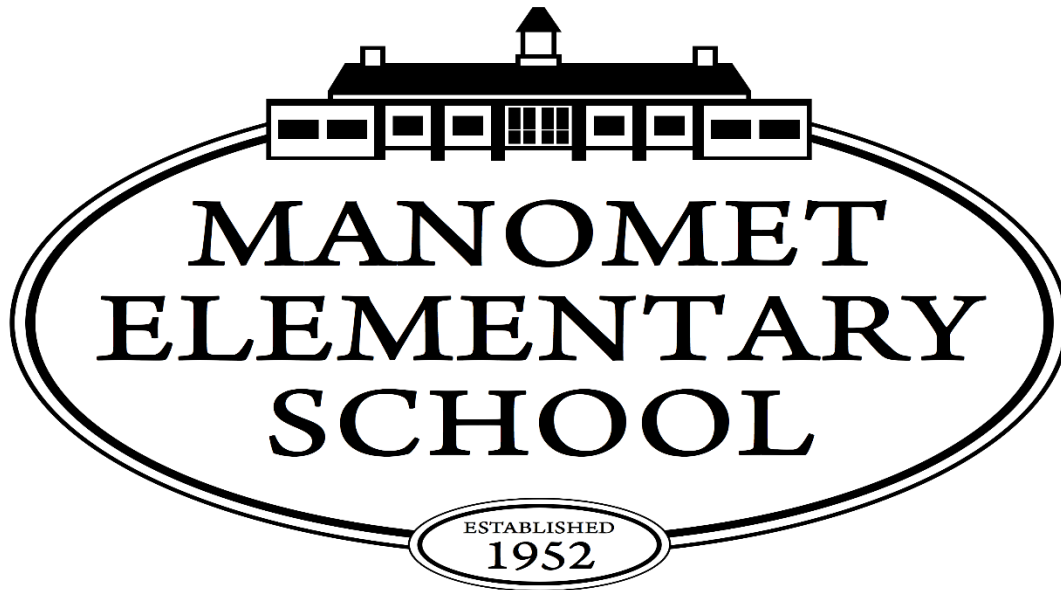


SCHOOL IMPROVEMENT PLAN

2025 ~ 2028



SCHOOL COUNCIL MEMBERSHIP

Michelle Henderson
Teacher Representative

Matthew Riordan
Parent Representative

Carolyn Ambrose
Parent Representative

Erin Michael
Teacher Representative

Christine Kane
Parent Representative

Patrick Fraine
Principal

Michelle Badger
School Committee Liaison

Jennifer Smith
Teacher Representative

Manomet Elementary School

March, 2025

Plymouth Public Schools Mission Statement

Cultivate creativity, resilience, and innovation in a safe, inclusive educational environment, empowering all learners to thrive and contribute as members of the local and global community.

Manomet Elementary School (MES) Mission Statement

Manomet Elementary School is committed to assisting each child to reach his/her personal best in the areas of academic achievement and interpersonal relations. We seek to develop solid future citizens of the world who respect its people and surroundings, who strive toward excellence in all endeavors, who can solve problems critically and creatively, and who value life-long learning. Toward this end, we pledge to provide excellence in classroom instruction in an environment that promotes honesty, responsibility, respect for others, intellectual curiosity, and celebrates diversity.

MES Core Values

The Manomet School community strives to promote and instill in all students the five Core Values present within the MES P.R.I.D.E. acronym. These include Positivity, Respect, Integrity, Determination, and Excellence.

Theory of Action

If we work as a school community to reflect upon available best practices and embed them into our learning environment in a targeted fashion based upon available data and an assessment of needs, this should result in instruction that addresses academic and social-emotional skills and lead to overall higher student outcomes.

Strategic Focus Areas

Teaching and Learning

Social-Emotional Wellness

Community Engagement

Strategic Initiatives

Explore the current research base for the ways we can best help students “own” new learning through analysis and discussion of *Make It Stick: The Science of Successful Learning*.

Examine the commonalities present within “90-90-90” schools to determine actionable steps to incorporate into our work with students.

Incorporate the use of “Google Keep” as an additional means through which to provide both the specificity and frequency of feedback to staff within their learning spaces.

Add additional “in-house” Teacher Learning Walks modeled after the

MES will begin a pilot of the “Morning Gather” to deepen the sense of school community and connectedness as a whole.

Implement a “Shout Outs” practice for recognition of identifiable elements of the Five Core Values at MES.

PRIDE assemblies will play a role in reinforcing the Five Core Values at MES.

The addition of a full-time Adjustment Counselor will significantly increase the amount of direct services available to students.

Consulting as an SEL Team, the School Psychologist, Nurse, Guidance Counselor, and Building Principal will

Seek to drill-down into specific root causes of chronic absenteeism to match supports with specific needs.

Survey stakeholders to gauge perceptions throughout a comprehensive range of areas.

Build upon staff proficiency with the many tools and areas associated with meeting the needs of our MLL population.

Grow and refine the rich assortment of partnerships for programs and events at MES.

<p>approach already implemented within the district.</p> <p>Review and refine tasks (K-5) that are assigned to students when working away from an adult to ensure maximum impact.</p> <p>Continue to synthesize existing data points to refine the degree to which individual student academic needs are being met.</p>	<p>seek to match supports and services with student needs.</p> <p>Student Voice will be amplified to seek input in a range of areas.</p> <p>Continue to review physical learning spaces to proactively plan through a UDL lens.</p> <p>Ongoing Health Curriculum embeds critical SEL messages.</p> <p>Messages related to emergency preparedness drills will be coordinated among staff to ensure readiness is in place without heightening student anxiety.</p>	
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<p style="text-align: center;">Area #1 – Teaching and Learning</p>	
<p>Priority Strategic Objective</p>	<p>Improve teaching and learning at MES through a combination of:</p> <ol style="list-style-type: none"> 1) replicating best practices 2) strategic use of available data 3) targeting feedback
<p>Data Supporting This as a Priority</p>	<p>research studies completed on “90-90-90” schools</p> <p>neuroscience studies presented within <i>Make It Stick</i></p> <p>both “Administrator and Teacher Learning Walk Memos”</p> <p>2025 MES Stakeholder Survey results</p>
<p>Expected Outcomes for Students by End of Year</p>	<p>Artifacts of student learning should show evidence of greater authenticity and depth of products completed when working away from an adult. This should be observable within academic journal, writing samples, and teacher notes from observable student discussions.</p>
<p style="text-align: center;">Early Evidence of Change</p>	
<p>Indicators of Change/Growth</p>	<p>Staff will read, meet, and discuss <i>Make It Stick</i> to discuss instructional implications.</p> <p>Staff members will begin to receive regular feedback via Google Keep pertaining to noticings within the physical classroom environment.</p>

Changes to Be Made Toward Improvement

Implementation Benchmark	Person/Team Responsible	Timeline
order copies of <i>Make It Stick</i> for all certificated staff members	MES Principal	Summer, 2025
schedule a combination of staff meeting and building PD time to read and discuss particularly relevant sections of <i>Make It Stick</i> to seek practical application	MES Principal, Certificated Staff	throughout the 2025-2026 school year
provide copies of “90-90-90” research articles to certificated staff	MES Principal	Fall, 2025
schedule grade level time to discuss application of “90-90-90” best practices within our learning environment	MES Principal, Certificated Staff	Fall, 2025
utilize Google Keep to provide feedback to staff primarily within the context of specific learning tasks	MES Principal	throughout the 2025-2026 school year
meet to schedule and conduct “in-house” Teacher Learning Walks in addition to those in place at the district level	MES Principal, Certificated Staff	August/September, 2025
embedded professional development time will be spent discussing feedback and practices associated with task construction	MES Principal, Certificated Staff, Coaches, Coordinators	throughout the 2025-2026 school year
deepen and broaden the comprehensive view of existing data pertaining to our students	MES Principal, Certificated Staff, Coaches, Coordinators, Data Director	Fall, 2025

Area #2 – Social-Emotional Wellness

Priority Strategic Objective	Enhance mechanisms associated with: <ol style="list-style-type: none"> 1) ensuring strong student voice 2) embedding core value messaging 3) proactively accounting for a warm, inclusive school culture
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Data Supporting This as a Priority	2025 MES Stakeholder Survey results student interviews site visit to the Eliot Innovation School	
Expected Outcomes for Students by End of Year	There should be a notably increased number of students and staff involved in reinforcing/celebrating MES Five Core Principles (P.R.I.D.E.).	
Early Evidence of Change		
Indicators of Change/Growth	Increased mechanisms in place for student recognition will be visible within announcements, Morning Gatherings, and during PRIDE assemblies.	
Changes to Be Made Toward Improvement		
Implementation Benchmark	Person/Team Responsible	Timeline
pilot the implementation of “Morning Gather” for the entire school	All MES Staff, Students	throughout the 2025-2026 school year
begin the practice of “Shout Outs” within the context of both “Morning Gather” and daily morning announcements	MES Principal	throughout the 2025-2026 school year
deepen student ownership within the development of the five MES PRIDE Assemblies	MES Principal, Certificated Staff, Students	throughout the 2025-2026 school year
continue the following events/activities to deepen our school-community partnership: <ul style="list-style-type: none"> - schoolwide citizenship opportunities (helpers with Pre-K, K, and Gr 1) - indoor recess ideas - within the new IEP - active role within assemblies - Faculty Feast 	All MES Staff, Students, Family Members, Community Members	throughout the 2025-2026 school year
SEL Team will meet regularly to monitor both the need and progress with intervention steps	MES Principal, Nurse, Psychologist, Guidance Counselor	throughout the 2025-2026 school year

continue both discussions and drills associated with emergency preparedness	MES Principal, All Staff, Students	Fall, 2025
Area #3 – Community Engagement		
Priority Strategic Objective	Strengthen the working partnership with the families of our MES students.	
Data Supporting This as a Priority	review of individual student attendance patterns in 10-day increments, as well as for longitudinal trends 2025 MES Stakeholder Survey results	
Expected Outcomes for Students by End of Year	<ul style="list-style-type: none"> - seeking a 10% reduction with both chronic absenteeism rates and overall absentee rate - strong participation rates in optional offerings with no students excluded due to financial hardship 	
Early Evidence of Change		
Indicators of Change/Growth	<ul style="list-style-type: none"> - mechanisms in place for specific email correspondence and phone calls pertaining to attendance concerns - ongoing use of newly-adopted tools to enhance communication with families of MLL students 	
Changes to Be Made Toward Improvement		
Implementation Benchmark	Person/Team Responsible	Timeline
continue to deepen staff proficiency with effectively meeting the needs of our Multi-Lingual Learners and their families: <ul style="list-style-type: none"> - SEI training of remaining certificated staff - coordination with EL teacher - familiarity with the many tools - connecting with colleagues who have provided these services in other PPS buildings 	All Staff, Families of MLL Students	throughout the 2025-2026 school year

<p>further develop partnerships with families and community members through the following events and programs:</p> <ul style="list-style-type: none"> - RSVP Readers - Annual Wellness Fair - Manomet Ctr. for Cons. Science - Community Helper Fair - MHSA 	<p>All Staff, MES Families, Community Members</p>	<p>throughout the 2025-2026 school year</p>
<p>meet with MES attendance team to discuss chronic absenteeism for the purpose of matching intervention steps with need</p>	<p>MES Principal, Nurse, Psychologist, Guidance Counselor, Attendance Officer</p>	<p>throughout the 2025-2026 school year</p>