



EMS Classroom Climate and Culture Support Plan

Meriden Leadership
Academy

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Theory Of Action

EMS wants to put forth an effort to maximize the amount of class time that all students receive. **If students are in class more, then they will learn more and perform better in school and on SBA/NGSS assessments.**

Students learn more in a community where they feel heard, valued, and can also see the value within the class. Students want to learn from adults who they deem as intelligent and skilled. This project will allow me to assist teachers with not only tier one interventions but also many of the soft skills that enhance student-teacher relationships. This project will also allow me to professionally develop teachers, giving them the information and strategies needed to maximize learning in their classroom. These relationships are some of the foundations of what motivates students to work hard consistently.

Connection To School Goals

EMS is driven and determined to continuously improve over time to better serve our students, families, and community at large.

School ▲	Ediso...
Accountability Year ▲	2021 -...
1a. ELA Performance Index - All Students	64.5
1b. ELA Performance Index - Students with High Needs	62.5
1c. Math Performance Index - All Students	54.8
1d. Math Performance Index - Students with High Needs	52.8
1e. Science Performance Index - All Students	57.4
1f. Science Performance Index - High Needs Students	56.4
2a. ELA Academic Growth - All Students	64.4%
2b. ELA Academic Growth - High Needs Students	64.2%
2c. Math Academic Growth - All Students	64.1%
2d. Math Academic Growth - High Needs Students	64.3%
2e. Progress Toward English Proficiency - Literacy	48.5%
2f. Progress Toward English Proficiency - Oral	56.1%
4a. Chronic Absenteeism - All Students	23.4%
4b. Chronic Absenteeism - Students with High Needs	26.7%
5. Preparation for CCR - Percent Taking Courses	-
6. Preparation for CCR - Percent Passing Exams	-
7. On-track to High School Graduation	-
8. 4-year Graduation: All Students	-
9. 6-year Graduation: High Needs Students	-
10. Postsecondary Entrance	-
11. Physical Fitness	24.1%
12. Arts Access	-
Accountability Index	60.8

Connection To District Goals

1. [DIP](#) → Area Of Strategic Work → Culture and Climate → Part One MTSS Behavioral → Action Steps 2 and 3 → Goals: Increase of tiered behavioral supports and instruction to support students. Reduction of special education referrals.
2. [DIP](#) → Area Of Strategic Work → Culture and Climate → Part Three Restorative Practices → Action Step 1 → Goal: Reduction Of Office Referral and Suspension

Goals: Reduce the student to referral ratio and the referral to suspension ratio compared to the 2021-2022 school year

Leadership Actions → Collaborated With

1. EMS: Classroom Culture and Management Toolkit → Teacher Leaders
2. New Teacher Classroom Culture Caseload → Three different year one teachers
3. Monthly Teacher PD → Teachers, SPED Department Chair
4. GTKY Presentation → Teacher Leaders
5. Systems Review Presentation → EMS Administration
6. Implementation Of Restorative Practice Based Systems → EMS Administration. Climate Specialists.
7. Restorative Behavioral Flowchart → Self Created. No collaboration
8. Walkthrough/Learning Walk System → EMS Leadership Team
9. On Track Conferences → District Leadership Team and EMS Leadership Team
10. Pop Up: On Track Conferences → EMS Guidance Department

Goals: Reduce the student to referral ratio and the referral to suspension ratio compared to the 2021-2022 school year

Leadership Actions

1. EMS: Classroom Culture and Management Toolkit
2. New Teacher Classroom Culture Caseload
3. Monthly Teacher PD
4. GTKY Presentation
5. Systems Review Presentation
6. Implementation Of Restorative Practice Based Systems
7. Restorative Behavioral Flowchart
8. Walkthrough/Learning Walk System
9. On Track Conferences
10. Pop Up: On Track Conferences

Outcomes

1. Student to referral ratio decreased by 25% compared to the previous year.
2. Student to suspension ratio decreased by over 16% compared to the previous year.

Goal: Outperform MPS Middle School Average **ELA** SBA Performance

Grade 6

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (Smarter Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			656		2513 ± 4	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>30%</div><div>24%</div><div>30%</div><div>15%</div><div>200</div><div>160</div><div>196</div><div>100</div></div>	45%
School			249		2547 ± 5	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>16%</div><div>24%</div><div>38%</div><div>22%</div><div>40</div><div>59</div><div>95</div><div>55</div></div>	60%

Goal: Outperform MPS Middle School Average **ELA** SBA Performance

Grade 7

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (Smarter Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			649		2530 ± 4	<div><div></div><div></div><div></div><div></div></div> <div>Percent Count</div> <div>29% 189</div> <div>25% 163</div> <div>34% 222</div> <div>12% 75</div>	46%
School			226		2562 ± 6	<div><div></div><div></div><div></div><div></div></div> <div>Percent Count</div> <div>17% 38</div> <div>29% 66</div> <div>37% 83</div> <div>17% 39</div>	54%

Goal: Outperform MPS Middle School Average **ELA** SBA Performance

Grade 8

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (Smarter Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			668		2535 ± 4	<div><div></div><div></div><div></div><div></div></div> <div>Percent Count</div> <div>32% 213</div> <div>27% 182</div> <div>32% 211</div> <div>9% 62</div>	41%
School			167		2543 ± 7	<div><div></div><div></div><div></div><div></div></div> <div>Percent Count</div> <div>25% 42</div> <div>35% 58</div> <div>34% 57</div> <div>6% 10</div>	40%

Goal: Outperform MPS Middle School Average **Math** SBA Performance

Grade 6

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (Smarter Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			599		2485 ± 4	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>43%</div><div>260</div><div>24%</div><div>142</div><div>22%</div><div>134</div><div>11%</div><div>63</div></div>	33%
School			200		2524 ± 7	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>31%</div><div>62</div><div>21%</div><div>41</div><div>32%</div><div>64</div><div>17%</div><div>33</div></div>	49%

Goal: Outperform MPS Middle School Average **Math** SBA Performance

Grade 7

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (Smarter Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			596		2502 ± 4	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>46%</div><div>26%</div><div>17%</div><div>12%</div><div>273</div><div>154</div><div>100</div><div>69</div></div>	28%
School			176		2521 ± 8	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>41%</div><div>27%</div><div>18%</div><div>15%</div><div>72</div><div>47</div><div>31</div><div>26</div></div>	32%

Goal: Outperform MPS Middle School Average **Math** SBA Performance

Grade 8

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (Smarter Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			667		2501 ± 4	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>54%</div><div>361</div><div>24%</div><div>157</div><div>14%</div><div>91</div><div>9%</div><div>58</div></div>	22%
School			162		2505 ± 8	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>55%</div><div>89</div><div>22%</div><div>35</div><div>15%</div><div>24</div><div>9%</div><div>14</div></div>	23%

Goal: Outperform MPS Middle Schools on **NGSS** Performance

Filtered By **Rosters:** All Roster | **Test Reasons:** Spring 2023 (NGSS Summative) |

Roster	Teacher	Total	Total				
			Student Count	Test Completion Rate	Average Scale Score	Performance Distribution	Percent At and Above Proficient
District			660		787 ± 1	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>33%</div><div>220</div><div>29%</div><div>194</div><div>34%</div><div>225</div><div>3%</div><div>21</div></div>	37%
School			160		791 ± 2	<div><div></div><div></div><div></div><div></div></div> <div><div>Percent</div><div>Count</div><div>27%</div><div>43</div><div>34%</div><div>54</div><div>36%</div><div>57</div><div>4%</div><div>6</div></div>	39%

Larger Potential District Impacts:

1. **Implement Concrete Restorative Practice Systems**
2. **Implement Learning Walk Systems**
3. **Implement Extra In House Support For New Teachers**
4. **Implement A District PD Data Warehouse**

Hyperlinks Related To Project Proposal

- a. [Start of year tier one intervention school wide PD.](#)
- b. [Second Start Of Year PD Presentation](#)
 - i. Continued teacher choice PD in November after receiving teacher feedback in October.
- c. Mid year review with previous feedback taken.
- d. [Restorative justice re-entry circle conference system creation and implementation.](#)
- e. Weekly check-ins with 3 teachers who are new to MPS and/or who may require more support based on relevant data. Scenario based interventions. Class observations.
- f. [Implementation of restorative justice \(RJ\) flowchart.](#)
- g. [Implementation of teacher instructional round systems.](#)
- h. Twice yearly feedback opportunity for teachers.
- i. At risk students grouped by referral type/quantity and data collected used at MTSS meetings of any kind.
- j. Student voice group similar to PHS, MHS, and WMS.
- k. Partial creation and implementation of leading in team meetings through creation of the [“Running Agenda”](#) system.
- l. [Re-implementation and creation of On Track Conferences \(OTC\)](#)

Reflection and Looking Forward

What Went Well	What Could Have Gone Better	What Is Next For Me
<ul style="list-style-type: none">● Our network of supportive teachers● Teacher dispositions towards my feedback● Learning Walks System● Expansion of On Track Conference System● Timeliness of feedback● Teachers referred to the “Tier One Toolbox”● New calendar system was efficient	<ul style="list-style-type: none">● Post incident reentry circles frequency● Finding creative and unique accountability actions through stronger communication networks● Action steps post student need grouping● Increased PD on restorative practice based protocols for teachers to use in classes	<p>Increased academic influence in math and science at EMS.</p>