



# Middletown Public Schools

## Strategic Plan 2022-2027

*Ensuring Success for Every Student*



### **Mission**

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Ensuring Success for Every Student



### **Vision**

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We are committed to a collaborative culture of professional learning communities, where we challenge, inspire and empower ALL students. Through innovation and personalization, we ensure that all students acquire the skills, knowledge and confidence necessary to become college and career ready.



# Values

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## **WE BELIEVE ALL STUDENTS CAN LEARN:**

All students can learn in a collaborative culture that is focused on results. In a collaborative culture there is a systematic process in which teachers work together interdependently in order to impact their classroom practice in ways that will lead to better results for their students, their team, and their school.

## **WE BELIEVE IN SELECTING, DEVELOPING AND SUPPORTING HIGHLY EFFECTIVE AND CARING STAFF:**

We hold high standards and accountability for our MPS Staff. We are dedicated to improving our processes for recruiting, selecting, placing, supporting, and retaining effective teachers, and principals. We are committed to providing evidence-based professional development that addresses the needs of Middletown and the students we serve.

## **WE BELIEVE IN PROVIDING AND MAINTAINING A SAFE, SUPPORTIVE AND INSPIRING ENVIRONMENT:**

Safe supportive schools are what our community deserves. Middletown is committed to building safe and supportive learning environments that are conducive to the overall health of our staff, students and families. Schools will be culturally responsive, inclusive and socially aware. All Middletown schools hold a zero tolerance policy on any violence, bullying, harassment, or substance use.

## **WE BELIEVE IN THE EFFECTIVE MANAGEMENT OF RESOURCES THAT FOSTER PARTNERSHIPS AND COLLABORATION:**

Engagement of family school and community partnerships is essential in helping students achieve at their maximum potential. Middletown recognizes that school-family and community partnerships can improve the academic outcomes of our students. Connections must begin in early childhood though a student's high school years in MPS. We must recognize signs of disengagement and provide our families with connections that cut across the spectrum of social, health, and academic needs.

## **WE BELIEVE IN EXCELLENCE IN ALL WE DO:**

In order to ensure success for all students, we must have a tight focus on learning and set high expectations for our students and ourselves.

We are committed to the four critical questions.

**What is it we want students to learn?**

**How will we know if they've learned it?**

**What will we do if we haven't learned it?**

**What will we do if they already know it?**

Collaborative teams that embrace and commit to this inquiry process promote active student learning and truly ensure success for students.



# Theory of Action

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## *If the LEA...*

1. Engages students in high quality tier one instruction
2. Invests in the professional learning of teachers, leaders and school staff
3. Provides systematic research based interventions to students in literacy and math
4. Enlists our community partners and engage our Middletown families

## *Then LEA can...*

Create conditions that foster a commitment of common purpose and meaningfully improve student learning and growth.

## *So that...*

Every student who enrolls in our schools will be ensured an environment for optimal growth and successful preparations for college, career and life



# Priority 1: Ensuring Success In ELA

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We believe all students can learn. In order to ensure success, we must have a tight focus on instruction and set high expectations for our students.

We are committed to a culture where teachers work together in order to impact their classroom practice in ways that will lead to better results for their students, team, school and district.

## Measurable Goal

**By 2027, the percentage of Middletown students scoring low growth in ELA will decrease by 8%.**

Initiative 1: Student Learning and Supports	
All students will have access to high quality core curriculum materials and differentiated instruction. Personalized plans for learning will include opportunities for researched based interventions.	
Action Steps	Complete-Date
K-12 Committee for Selection of ELA Materials	09/01/2022

Expansion of K-12 Beyond the Bell Programming for T/Th Afterschool and 5 weeks in summer.	09/01/2024
Improve graduation rate of subgroups by providing tier 2 and 3 intervention supports during and beyond the school day for our ELL and Differently Abled students.	09/01/2025
Improve the effectiveness of specialized instruction, as well as a data-driven process for evaluating the effectiveness of instructional methodologies.	09/02/2026

<b>Initiative 2: Professional Learning Communities</b>	
Building capacity with our educators to address the needs of all students. PLCs will work together to create and support a collaborative learning climate of continuous improvement and professional learning.	
<b>Action Steps</b>	<b>Complete-Date</b>
Develop and strengthen a comprehensive MTSS system that allows the district to effectively address the academic and social emotional needs of students.	07/01/2026
Science of Reading Training for all Educators in MPS	08/01/2024

Enroll and support 7 classroom teachers in an ELL Certification Program at RWU	08/01/2024
Provide sustained Professional Development activities that support the Implementation of HQCM	01/01/2027
Expand teacher knowledge with Aim Pathways course offerings in order to improve instructional practice. Areas will include structured literacy and writing proficiency.	08/31/2024



## Priority 2: Ensuring Success In Mathematics

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We believe all students can learn. In order to ensure success, we must have a tight focus on instruction and set high expectations for our students.

We are committed to a culture where teachers work together in order to impact their classroom practice in ways that will lead to better results for their students, team, school and district.

### Measurable Goal

**By 2027, the percentage of Middletown students scoring low growth in MATH will decrease by 8%.**

Initiative 1: Student Learning and Supports	
All students will have access to high quality core curriculum materials and differentiated instruction. Personalized plans for learning will include opportunities for researched based interventions.	
Action Steps	Complete-Date
K-12 Committee for Selection of MATH Materials	09/01/2022
Expansion of K-12 Beyond the Bell Programming for T/Th afterschool and 5 weeks in summer.	09/01/2024

Improve graduation rate of subgroups by providing tier 2 and 3 intervention supports during and beyond the school day for our ELL and Differently Abled students.	09/01/2025
Improve the effectiveness of specialized instruction, as well as a data-driven process for evaluating the effectiveness of instructional methodologies.	09/02/2026

<b>Initiative 2: Professional Learning Communities</b>	
Building capacity with our educators to address the needs of all students. PLCs will work together to create and support a collaborative learning climate of continuous improvement and professional learning.	
<b>Action Steps</b>	<b>Complete-Date</b>
Develop and strengthen a comprehensive MTSS system that allows the district to effectively address the academic and social emotional needs of students.	07/01/2026
Enroll and support 7 classroom teachers in an ELL Certification Program at RWU	08/01/2024
Provide sustained Professional Development activities that support the Implementation of HQCM in Mathematics	01/01/2027



# Priority 3: Ensuring Success In Science

We believe all students can learn. In order to ensure success, we must have a tight focus on instruction and set high expectations for our students.

We are committed to a culture where teachers work together in order to impact their classroom practice in ways that will lead to better results for their students, team, school and district.

## Measurable Goal

**By 2027, the number of students meeting proficiency in science will increase by 6%**

<b>Initiative 1: Student Learning and Supports</b>	
All students will have access to high quality core curriculum materials and differentiated instruction. Personalized plans for learning will include opportunities for researched based interventions.	
<b>Action Steps</b>	<b>Complete-Date</b>
K-12 Committee for Selection of SCIENCE Materials	06/01/2025
Expansion of K-12 Beyond the Bell Programming for T/Th afterschool and 5 weeks in summer.	09/01/2024
Improve graduation rate of subgroups by providing tier 2 and 3 intervention supports during and beyond the school day for our ELL and	09/01/2025

Differently Abled students.	
Improve the effectiveness of specialized instruction, as well as a data-driven process for evaluating the effectiveness of instructional methodologies.	09/02/2026

<b>Initiative 2: Professional Learning Communities</b>	
Building capacity with our educators to address the needs of all students. PLCs will work together to create and support a collaborative learning climate of continuous improvement and professional learning.	
<b>Action Steps</b>	<b>Complete-Date</b>
Develop and strengthen a comprehensive MTSS system that allows the district to effectively address the academic and social emotional needs of students.	07/01/2026
Enroll and support 7 classroom teachers in an ELL Certification Program at RWU	08/01/2024
Provide sustained Professional Development activities that support the Selection and Implementation of HQCM in Science	01/01/2027
Expand teacher knowledge with Aim Pathways course offerings in order to improve instructional practice around Science writing proficiency.	08/31/2024



## Priority 4: Ensuring a Culture of Engagement and Collaboration

Engagement of our students and staff is paramount. Middletown recognizes that school, family and community partnerships are essential in helping students achieve their maximum potential.

We will ensure connections that cut across the spectrum of social and academic needs. We will build safe and supportive schools that are conducive to the overall health of our staff, students and families. We will strive to be culturally responsive, inclusive and socially aware.

### Measurable Goal

**By 2027, the district chronically absent rate will decrease by 23%.**

Initiative 1: Community Partnerships and Communication	
Allow for increased student opportunities by partnering with local organizations. Engage our community by telling our story.	
Action Steps	Complete-Date
Provide Boys and Girls Club after school transportation, programming and dinner for homeless and MLL Students	01/01/2027
Partner with MCOZ to provide enrichment opportunities and instructionally based camp sessions	01/01/202
Maximize communication to engage our learning community	02/01/2025

## Initiative 2: Removing Barriers to Learning

We are committed to ensuring equal access to learning and removing any threats to engagement.

<b>Action Steps</b>	<b>Complete-Date</b>
Stakeholder group will build a 5 year plan for MLL students that supports engagement and opportunity	05/01/2024
Coordinator of Family Support will offer extensive outreach and support of MLL and Homeless Families in MPS	03/01/2027
MPS will partner with MLK center to create Food Pantry on School Campus	09/01/2024
Identification of students chronically absent and employment of a three tier system of supports to ensure school attendance improvement.	01/03/2027
Transition improvement between PK to K, 3 to 4 and 8 to 9	11/03/2025