

**QMS**  
**School Improvement Plan**

**Mission**  
Quispamsis Middle School will provide a **Quality** learning environment in which all students show **Motivation** to achieve **Success**.

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

**We believe...**

in a safe and inclusive learning environment.

that everyone can learn.

in diverse and relevant learning experiences

that positive relationships are vital to our success.

in the importance of mental, physical, and social / emotional health.

**Areas of Focus**

**Quality Relationships**

**Strengthen connections between and amongst the following groups to build trust, inclusion, and emotional safety for all stakeholders:**

**Staff - Student:**

- Address gaps in student 'connectedness' through direct interventions by staff.
- Create dedicated times to explicitly teach and practice positive relationship-building (e.g. Take 5 for SEL, restorative circles, term themes: Respect, Empathy, 'Freeze Out').
- Foster and support positive peer interactions (e.g. clubs, teams, PRIDE pass).

**Student - Student:**

- Create and support opportunities for students to interact and build relationships (e.g. clubs; interest groups; activities).
- Enhance and expand social and academic support led by students (e.g. tutors, peer helpers, class mentors, club leaders).

**Staff - Staff:**

- Engage in regular discussions with colleagues to share strategies and insights related to instructional practices and supports (e.g. PLCs, grade-level teams, staff meetings).
- Create opportunities for collaboration beyond immediate responsibilities (e.g. cross-curricular, Pilot PL Days).
- Engage in problem-solving and shared decision-making with a focus on student success.

**School - Families - Community:**

- Develop partnerships to enhance student learning.
- Train staff in empathetic communication and active listening when interacting with families.
- Expand events that highlight culture and diversity.
- Regularly gather feedback from families to improve collaboration.

**Access & Equity (Motivation)**

**Ensure inclusion and equitable access for all students by embedding the following practices into the culture of the school through systemic planning.**

**Empathy:**

- Provide opportunities for students to engage in social awareness and responsible decision-making activities to enhance empathy and problem-solving skills.

**PBIS:**

- Develop staff capacity for evidence-based, data-driven, decision making.
- Embed PBIS strategies / practices into daily routines.
- Review and revise school-wide expectations and create opportunities for classes to develop a 'team' identity through school-wide activities and a community mindset.

**UDL:**

- Enhance staff collaboration on UDL principles within lesson planning to remove barriers for student success (e.g. content, process, and product).
- Facilitate student choice in how they engage with content and demonstrate learning.

**SEL:**

- Provide consistent routines and procedures to support the well-being and SEL of all students.
- Research and employ evidence based practices to ensure that all students feel seen, heard, and valued.

**CRP (Culturally Responsive Pedagogy):**

- Reflect on biases and assumptions, notice how school social and cultural norms impact individual experiences and opportunities, and adjust policies to address systemic inequities.
- Move affirmation and representation of identity beyond celebrations and one-off events to a year-round approach.

**Student Success**

**Implement evidence-based strategies to strengthen literacy, numeracy, and language acquisition through high-yield instructional practices, which result in a minimum of 85% success rate on provincial assessments.**

**Literacy:**

- Develop critical readers and writers through language exploration, experimentation, and application.
- Incorporate high-yield instructional practices that scaffold learning, promote discussion, and foster student ownership.
- Build academic resilience through common assessments that draw on real world connections and cross-curricular learning.

**Numeracy:**

- Collaborate in the design of numeracy instruction that promotes mathematical understanding, reasoning, and problem-solving skills.
- Incorporate high-yield instructional practices that spark meaningful math discussion and learning, and connect math to real-life situations.
- Build academic resilience through common assessments that draw on real world connections and cross-curricular learning.

**Second Language:**

- Collaborate on the use of linguistic scaffolds that best create a sense of belonging and safety, enable participation, and provide opportunity for achievement.

**Design engaging, student-centred, experiential learning through peer collaboration and meaningful learning experiences.**

**Student Voice, Choice and Reflection:**

- Implement meaningful opportunities for student choice and feedback to strengthen student ownership.
- Grow student capacity for self-directed learning and complex problem solving.
- Develop peer learning opportunities through staff collaboration.