

Fruzen Middle School

2023-2024

Jennifer Schieve, Principal
2600 Milwaukee Rd.
Beloit, WI 53511

Leadership Team Members		
Name	Position/Role	Years in SDB
Jennifer Schieve	Principal	15
Jennifer Paepke	Principal	
Ursula Etheridge	Assistant Principal	27
Adam Ferger	Assistant Principal	15
David Garcia	Biliteracy Instructional Coach	
Suzette Nunez	Literacy Instructional Coach	30
Susan Spencer	Instructional Coach	29
Kevin Vechinsky	6th Grade Team Lead/Math	10
Kate Bares	7th Grade Team Lead/Math	22
Kevin Hendrikson	8th Grade Team Lead/Math	
Michael Carpenter	Enrichment Lead/PLTW	6
Stacy Nemetz	Student Services Team Lead/SW	11
Charlene Huttner	SEB	
Dolly Stibbe	SEB	
Fawn Straus	SEB	

Beliefs, Mission, Vision and Values

Beliefs *(At Fruzen, we believe...)*

Equity: At Fruzen, we believe in creating an environment that honors and respects our human differences, works to ensure everyone is welcomed and is committed to removing barriers and providing support for individuals to achieve their greatest potential.

Culture and Leadership: At Fruzen, we commit to fostering a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful.

Whole Child: At Fruzen, we honor the whole child through our focus on student achievement, social-emotional well-being, and health and wellness in order to allow all our students to thrive, and reach their greatest potential.

Engagement: At Fruzen, we nurture and cultivate an engaged student, family, staff, and community through consistent, proactive connections, clear and relevant communication, and strong relationship-building with an emphasis on diversity, equity, and inclusion.

Mission *(This is our fundamental purpose and reason for existing. It clarifies priorities and sharpens our focus.)*

As Falcons, we SOAR in order to create a positive culture in which all stakeholders exhibit **safe** behaviors, take **ownership** of their learning, strive for high **achievement** while building and maintaining **respectful** relationships in an ever-changing and diverse community.

Vision *(A Vivid picture of our school's best future for our students.)*

Our vision for Fruzen Middle School is to prepare and inspire every student to succeed in life and positively contribute to an ever-changing world.

Values *(A common understanding and demonstrating it in action.)*

MOTTO: Together We SOAR #falconexcellence

We will...

- **Equity:** Commit to analyzing data in order to identify and eliminate barriers within our systems and structures that have resulted in disproportionate outcomes for historically marginalized groups.
- **Culture and Leadership:** Create an environment of trust and belonging by ensuring all leadership and staff are provided high-quality professional learning in order to create collective efficacy for all stakeholders.
- **Whole Child:** Utilize resources and support systems that promote the health and wellness, social-emotional success and academic achievement of all children.
- **Engagement:** Cultivate student, family, staff, and community engagement by removing obstacles by the use of effective communication and collaboration through the lens of diversity, equity, and inclusion.

What's your school's reimagined story...

Fruzen's journey began in 2015 with the construction of a new building within the Beloit School District. Before this, two middle schools catered to students from grades 6-8 on both the east and west sides of Beloit. In 2015, these two middle schools transformed into four intermediate schools, each serving students from grades 4-8. This transformation led to teachers being reassigned to Fruzen, resulting in significant administrative and staff changes in subsequent years.

From its inception, Fruzen has faced numerous challenges such as low engagement levels among students, families, and staff, negative student behavior, and high staff turnover. Despite these challenges, substantial progress has been made. Starting in the 2020-21 academic year, Fruzen dedicated resources to train all staff on Culturally Relevant Practices through CESA 2. This training was instrumental in addressing student behavior, achievement, and engagement, emphasizing equity throughout the school. Furthermore, much of the 2020-21 academic year was invested in formulating our mission, vision, belief statements, core values, and motto, which helped establish our identity as a school.

For the 2023-2024 academic year, we look forward to a new chapter in Fruzen's history as we transition from an intermediate to a middle school. We will revert from a 4th-8th grade building back to a traditional middle school model for grades 6-8. This change involves merging schools, students, and staff. This transition will inevitably affect our school community, but we are ready to manage it effectively. A vital part of our plan for the upcoming year is the introduction of a district strategic plan that aligns closely with our building's continuous improvement plan. We believe this will provide a clear path forward, ensuring laser focus on our goals.

Our optimism for the upcoming school year is rooted in the lessons learned throughout our history. We aim to replicate our successes, continue learning, and achieve success through our collective belief in the potential of every staff member, every child under our care, and every family we serve. Moreover, we look forward to strengthening our relationship with THE Fran Fruzen himself!

School Title I Components Checklist

<ul style="list-style-type: none"> <input type="checkbox"/> Title I Parent / Guardian Meeting <ul style="list-style-type: none"> <input type="checkbox"/> (Hyperlink Presentation) <input type="checkbox"/> (Hyperlink Invitation to ALL Families) <input type="checkbox"/> Meeting Date _____ <input type="checkbox"/> Meeting Time _____ 	<ul style="list-style-type: none"> <input type="checkbox"/> Title I Family Engagement Plan (Areas Identified in CIP) <ul style="list-style-type: none"> <input type="checkbox"/> Hyperlink Website Link
<ul style="list-style-type: none"> <input type="checkbox"/> Title I Parent Compact <ul style="list-style-type: none"> <input type="checkbox"/> Compact Document https://docs.google.com/document/d/1mXYvFxeb-9el6_pOHEZCODhsxbBGP0wbYIsTHW0419w/edit?usp=sharing <input type="checkbox"/> Return Rate Data (Hyperlink) 	<ul style="list-style-type: none"> <input type="checkbox"/> School to Home Communication occurs weekly using various modes in English and Spanish <ul style="list-style-type: none"> <input type="checkbox"/> Callout ✓ Newsletter https://www.sdb.k12.wi.us/Domain/9 ✓ Website https://www.sdb.k12.wi.us/Domain/9 <input type="checkbox"/> Weekly Classroom Communication via LMS or other means
<ul style="list-style-type: none"> <input type="checkbox"/> All families have access to the School District of Beloit's Family Handbook https://www.sdb.k12.wi.us/domain/483 	
<ul style="list-style-type: none"> <input type="checkbox"/> CIP Aligned Title I Budget Submitted Meeting on 10/3/23 	
<ul style="list-style-type: none"> <input type="checkbox"/> Parent Surveys Conducted at least twice per year (Hyperlink Survey Data) <ul style="list-style-type: none"> ✓ Parent Suggestion Box present in each school's Main Office 	<ul style="list-style-type: none"> <input type="checkbox"/> Families have access to DPI Teacher Certification information through school and district websites

Continuous Improvement Plan Goals

1.0 What are your key **Equity Audit** takeaways (2 - 3)?

- We need to develop systems to identify, monitor, analyze, and act upon the disaggregated data to make equitable instructional and programming decisions.
- We must consistently offer students the chance to take control of their learning, alongside continuous opportunities for self-reflection on their educational progress.

2.0 What are your key quantitative and qualitative data takeaways?

- Math: 75% of our students scored below proficient on the 2023 fall MAP assessment.
- Literacy: 75% of our students scored below proficient on the 2023 fall MAP assessment.
- Behavior: We had 2208 total incidents last year (a reduction of 499 incidents from the previous year).

3.0 What 1 - 2 hypotheses/problems of practice from your Root Cause Analysis will you turn into action steps?

- There is a discrepancy in the deliberate alignment of teaching methods within a lesson to a single, coherent objective.
- There is no sustainable system in place to provide opportunities for consistent classroom observations followed by specific, actionable feedback.

Theory of Action Statement:

Every lesson must include the three components of The Learning Triangle for optimum learning to take place: Objectives, Instruction, and Assessment. **If** the staff at Fruzen Middle School use the components of The Learning Triangle as described by Harry Wong in every lesson, coupled with frequent, actionable feedback, **then** we will produce an optimal learning environment that will positively impact student achievement.

Priority Area Literacy SMARTER Goal

By June 2024, 50% of the students at Fruzen Middle School will score proficient or advanced on district assessments related to literacy.

Priority Area Math SMARTER Goal

By June 2024, 50% of the students at Fruzen Middle School will score proficient or advanced on district assessments related to math.

Priority Area School Choice SMARTER Goal

By June 2024, we will reduce the total number of incidents (both classroom and office) for students in grades 6-8 from 2208 incidents during the 2022-2023 school year to 2000 incidents or less during the 2023-2024 school year (according to data gathered from Otus).

Priority Area Literacy SMARTE Goal

By June 2024, 50% of the students at Fruzen Middle School will score proficient or advanced on district assessments related to literacy.

CONTINUOUS IMPROVEMENT PLAN: Literacy

(SCHOOL) Literacy SMARTE Goal (Annual Growth):			
Evidenced-Based Strategies (2 - 3)	Equity Area Targeted Component(s) Addressed	Professional Learning/ Collaboration Focus	Success Indicator
Every lesson will begin with objectives (a target for teaching and learning).	Instructional Strategies	Comprehensive staff professional development plan created and delivered.	Classroom walkthroughs showing evidence of the identified strategy.
Every lesson must have instruction that is made up of activities directly related to the lesson objectives.	Instructional Strategies	Comprehensive staff professional development plan created and delivered.	Classroom walkthroughs showing evidence of the identified strategy.
Every lesson must have a way to assess students' understanding of the lesson objectives.	Instructional Strategies	Comprehensive staff professional development plan created and delivered.	Classroom walkthroughs showing evidence of the identified strategy.

Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			
1st 100 Days	Action Step	Data/Monitoring Measures	Adjust or Maintain Effort?
Staff Actions			
10/18/23	Staff will know and use The Learning Triangle (by Harry Wong) when creating daily lessons.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Complete ▾

10/10/23 10/17/23 10/30/23	Staff will identify, create and post learning objectives for each lesson taught.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾ These checks will be ongoing.
2nd 100 Days	Staff will strategically create assignments that relate directly to the learning objective	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
2nd 100 Days	Staff will create a form of assessment that is directly and strategically aligned to the lesson objectives at the end of each lesson.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
2nd 100 Days	Staff will provide students with specific feedback about their progress.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms.	Adjust ▾
Ongoing	Coaches and administration will create a comprehensive and sustainable schedule for walkthroughs, observations and frequent feedback to staff.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾
Professional Learning			
11/3/23	Professional learning will be created and delivered to staff including the topic of The Learning Triangle .	Link to Professional Learning: https://padlet.com/jschieve/classroom-instruction-n2ay06kldbvgxaeI	Complete ▾
11/3/23	Professional learning will be created and delivered including the topic of learning objectives .	Link to Professional Learning: https://padlet.com/jschieve/classroom-instruction-n2ay06kldbvgxaeI	Complete ▾
12/6/23	Professional learning will be created and delivered including the topic of lesson planning .	Link to Professional Learning:  PLC 12/6/23	Complete ▾

2nd 100 Days	Professional learning will be created and delivered including the topic of assignments .	Link to Professional Learning:	Adjust ▾
2nd 100 Days	Professional learning will be created and delivered to administration and coaches around gathering and sharing actionable feedback .	Link to Professional Learning:	Adjust ▾
2nd 100 Days	Professional learning will be created and delivered including the topic of assessments .	Link to Professional Learning:	Adjust ▾
Do you intend to keep or adjust your goal? If so, please list your new goal.	Maintain ▾		
	If No , write new goal here:		
Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			
2nd 100 Days	Action Step	Data/Monitoring Measures	Adjust or Maintain Effort?
Staff Actions			
	Staff will identify, create and post learning objectives for each lesson taught.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾ These checks will be ongoing.
	Staff will strategically create assignments that relate directly to the learning objective	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
	Staff will create a form of assessment that is directly and strategically aligned to the lesson objectives at the end of each lesson.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾

	Staff will provide students with specific feedback about their progress.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms.	Adjust ▾
	Coaches and administration will create a comprehensive and sustainable schedule for walkthroughs, observations and frequent feedback to staff.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾
Professional Learning			
1/26/23	Professional learning will be created and delivered including the topic of assignments .	Link to Professional Learning: 1/26/23 PL	Adjust ▾
1/26/23	Professional learning will be created and delivered to administration and coaches around gathering and sharing actionable feedback .	Link to Professional Learning: 1/26/23 PL	Adjust ▾
1/26/23	Professional learning will be created and delivered including the topic of assessments .	Link to Professional Learning: 1/26/23 PL	Adjust ▾

Priority Area Mathematics SMARTE Goal CONTINUOUS IMPROVEMENT PLAN: Math

By June 2024, 50% of the students at Fruzen Middle School will score proficient or advanced on district assessments related to math.

(SCHOOL) Mathematics SMARTE Goal (Annual Growth):			
Evidenced-Based Improvement Actions / Strategies (2 - 3)	Equity Area Targeted Component(s) Addressed	Professional Learning/ Collaboration Focus	Success Indicator
Every lesson will begin with objectives (a target for teaching and learning).	Instructional Strategies	Comprehensive staff professional development plan created and delivered.	Classroom walkthroughs showing evidence of the identified strategy.
Every lesson must have instruction that is made up of activities directly related to the lesson objectives.	Instructional Strategies	Comprehensive staff professional development plan created and delivered.	Classroom walkthroughs showing evidence of the identified strategy.

Every lesson must have a way to assess students' understanding of the lesson objectives.	Instructional Strategies	Comprehensive staff professional development plan created and delivered.	Classroom walkthroughs showing evidence of the identified strategy.
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Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			
1st 100 Days	Action Step	Data/Monitoring Measures	Adjust or Maintain Effort?
Staff Actions			
10/18/23	Staff will know and use The Learning Triangle (by Harry Wong) when creating daily lessons.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Complete ▾
10/10/23 10/17/23 10/30/23	Staff will identify, create and post learning objectives for each lesson taught.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾ These checks will be ongoing.
2nd 100 Days	Staff will strategically create assignments that relate directly to the learning objective	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
2nd 100 Days	Staff will create a form of assessment that is directly and strategically aligned to the lesson objectives at the end of each lesson.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
2nd 100 Days	Staff will provide students with specific feedback about their progress.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms.	Adjust ▾

Ongoing	Coaches and administration will create a comprehensive and sustainable schedule for walkthroughs, observations and frequent feedback to staff.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾
Professional Learning			
11/3/23	Professional learning will be created and delivered to staff including the topic of The Learning Triangle .	Link to Professional Learning: https://padlet.com/jschieve/classroom-instruction-n2ay06kldbvgxae!	Complete ▾
11/3/23	Professional learning will be created and delivered including the topic of learning objectives .	Link to Professional Learning: https://padlet.com/jschieve/classroom-instruction-n2ay06kldbvgxae!	Complete ▾
12/6/23	Professional learning will be created and delivered including the topic of lesson planning .	Link to Professional Learning: 📅 PLC 12/6/23	Complete ▾
2nd 100 Days	Professional learning will be created and delivered including the topic of assignments .	Link to Professional Learning:	Adjust ▾
2nd 100 Days	Professional learning will be created and delivered to administration and coaches around gathering and sharing actionable feedback .	Link to Professional Learning:	Adjust ▾
2nd 100 Days	Professional learning will be created and delivered including the topic of assessments .	Link to Professional Learning:	Adjust ▾
Do you intend to keep or adjust your goal? If so, please list your new goal.	Maintain ▾		
	If No , write new goal here:		
Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			
2nd 100	Action Step	Data/Monitoring Measures	Adjust or Maintain Effort?

Days			
Staff Actions			
	Staff will identify, create and post learning objectives for each lesson taught.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾ These checks will be ongoing.
	Staff will strategically create assignments that relate directly to the learning objective	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
	Staff will create a form of assessment that is directly and strategically aligned to the lesson objectives at the end of each lesson.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Adjust ▾
	Staff will provide students with specific feedback about their progress.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms.	Adjust ▾
	Coaches and administration will create a comprehensive and sustainable schedule for walkthroughs, observations and frequent feedback to staff.	Walkthroughs and observations will be conducted to gauge level of understanding and implementation in classrooms. Periodic checks of lesson plans will also take place.	Maintain ▾
Professional Learning			
1/26/23	Professional learning will be created and delivered including the topic of assignments .	Link to Professional Learning: 1/26/23 PL	Adjust ▾
1/26/23	Professional learning will be created and delivered to administration and coaches around gathering and sharing actionable feedback .	Link to Professional Learning: 1/26/23 PL	Adjust ▾

1/26/23	Professional learning will be created and delivered including the topic of assessments .	Link to Professional Learning: 1/26/23 PL	Adjust ▾
Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			

Priority Area Building Choice SMARTE Goal (i.e. climate and culture, students and parent engagement, club participation, etc.)

By June 2024, we will reduce the total number of incidents (both classroom and office) for students in grades 6-8 from 2208 incidents during the 2022-2023 school year to 2000 incidents or less during the 2023-2024 school year (according to data gathered from Otus).

CONTINUOUS IMPROVEMENT PLAN: **School Choice**: (i.e. Climate and Culture, Engagement, Restorative Practices, Social, Emotional, Behavioral, etc.)

(SCHOOL) Building Choice SMARTE Goal (Annual Growth):			
Evidenced-Based Improvement Actions / Strategies (2 - 3)	Equity Area Targeted Component(s) Addressed	Professional Learning/ Collaboration Focus	Success Indicator
Fruzen staff will implement the school-wide behavior plan with fidelity.	Intentionally create a clear, consistent, and comprehensive school-wide behavior plan in order to reduce the use of exclusionary discipline practices.	<ul style="list-style-type: none"> • 4-Step Discipline Framework • SEB • 7 Mindsets • Restorative Justice/NewRoot • MLSS Framework 	Implementation of a school-wide behavior plan encompassing SEB, SEL and Restorative Justice components.
Students will actively engage in 7 Mindsets and Restorative Justice practices.	Intentionally create a clear, consistent, and comprehensive school-wide behavior plan in order to reduce the use of exclusionary discipline practices.	<ul style="list-style-type: none"> • 4-Step Discipline Framework • SEB • 7 Mindsets • Restorative Justice/NewRoot • MLSS Framework 	<ul style="list-style-type: none"> • Reduction in Referral Data • Increased time in classrooms due to not having to use exclusionary discipline practices.

Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			
1st 100 Days	Action Step	Data/Monitoring Measures	Adjust or Maintain Effort?
2nd 100 Days	School-wide behavior plan will be presented and reviewed with staff	Staff will implement school-wide behavior plan with fidelity.	Maintain ▾ This is an ongoing effort.
2nd 100 Days	Professional learning will be created and implemented around the topic of SEB.	Students will actively engage in SEL curriculum throughout the year (as outlined in the district pacing guide).	Maintain ▾ This is an ongoing effort.
2nd 100 Days	Professional learning will be created and implemented around the topic of Trauma Informed and Restorative Practices.	Staff will begin to use trauma informed and restorative practices in their classroom.	Maintain ▾ This is an ongoing effort.
Do you intend to keep or adjust your goal? If so, please list your new goal.	Maintain ▾		
	If No write new goal here:		
Progress Monitoring including Evidence / Source (Document your school's progress throughout the year)			
2nd 100 Days	Action Step	Data/Monitoring Measures	Adjust or Maintain Effort?
1/26/23	School-wide behavior plan will be presented and reviewed with staff	<ul style="list-style-type: none"> Staff will implement school-wide behavior plan with fidelity. 	Maintain ▾ This is an ongoing effort.
4/8/23	Professional learning will be created and implemented around the topic of SEB.	<ul style="list-style-type: none"> Students will actively engage in SEL curriculum throughout the year (as outlined in the district pacing guide). 	Maintain ▾ This is an ongoing effort.
4/8/23	Professional learning will be created and implemented around the topic of Trauma Informed and Restorative Practices.	<ul style="list-style-type: none"> Staff will begin to use trauma informed and restorative practices in their classroom. 	Maintain ▾ This is an ongoing effort.

Parent / Family Engagement Strategies				
Evidenced-Based Strategy	Participants	Success Indicator	Goal Alignment (Select Literacy, Math or Choice)	Documentation
Information regarding curriculum, instructional practices, academic expectations and student progress will be shared regularly with families.	<ul style="list-style-type: none"> • Fruzen Staff • Fruzen Families 	<ul style="list-style-type: none"> • Family Check-Ins 	Literacy -	<ul style="list-style-type: none"> • Survey/Check-In Results
Information regarding curriculum, instructional practices, academic expectations and student progress will be shared regularly with families.	<ul style="list-style-type: none"> • Fruzen Staff • Fruzen Families 	<ul style="list-style-type: none"> • Family Check-Ins 	Mathematics -	<ul style="list-style-type: none"> • Survey/Check-In Results
Information regarding curriculum, instructional practices, behavioral expectations and student progress will be shared regularly with families.	<ul style="list-style-type: none"> • Fruzen Staff • Fruzen Families 	<ul style="list-style-type: none"> • Family Check-Ins 	School Choice-	<ul style="list-style-type: none"> • Survey/Check-In Results

Building Professional Learning

(Feel free to link the agenda with each date)

November 3	Literacy ▾	<p>Continue focusing on Classroom Instruction. We will use this Padlet for ongoing professional learning surrounding this topic. For this session of professional learning, we will focus mainly on the “Objectives” portion.</p> <p>https://padlet.com/jschieve/classroom-instruction-n2ay06kldbvgxaeI</p>
	Mathematics ▾	
	School Choice ▾	
January 26	Literacy ▾	<p>For this PL, we are doing rotations related to The Classroom Instruction Book by Harry Wong.</p> <p>1/26/23 PL Folder</p>
	Mathematics ▾	
	School Choice ▾	
April 8th	Literacy ▾	<p>Contracted PL w/ Heidy LaFleur. 8:00am-12:00pm.</p>
	Mathematics ▾	
	School Choice ▾	