

Clara Barton School  
School Improvement Plan  
2017-2018

***Theory of Action:*** *We believe that if there is a clear focus on the effective delivery of an aligned curriculum, by high quality teachers who employ the use of student data to drive instruction, focused on both early literacy and numeracy, while educating the “whole child” with social-emotional supports in place, established in a community with high academic and behavior expectations, students will be engaged and learn at proficient and advanced levels.*

**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

Initiative 1.1: Continue to develop a common understanding of high-quality instruction and the academic language that describes it; committing to high-yield instructional practices.

Initiative 1.2: Continue incorporating the ELA and Math shifts into daily instruction through practice with complex text, reading, writing and speaking grounded in evidence from text, using literary and informational text, building knowledge through content rich, non-fiction text and developing arguments and critiquing the thinking of others.

Initiative 1.3: Unpack and incorporate the instructional shifts required for success

**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data-based decisions.**

Initiative 2.1: Develop a comprehensive approach to measuring student growth to include both formative and summative assessments.

Initiative 2.2: Continue to analyze and use relevant data to improve core instruction

Initiative 2.3: Develop capacity to analyze and use relevant data to increase student outcomes through targeted assistance

**Objective 3: Increase capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.**

Initiative 3.1: Continue to build instructional capacity of teachers to ensure all students can access and approach challenging curriculum.

Initiative 3.2: Continue to develop and implement research-based, targeted interventions to support and build coping strategies for students with academic and social-emotional needs.

Initiative 3.3: Develop an array of accelerated learning opportunities. (Drawing on student achievement data)

**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

**Initiative 1:** Develop a common understanding of high-quality instruction and the academic language that describes it; committing to high-yield instructional practices.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Create a master schedule that includes uninterrupted Math and ELA blocks and allows for PLC time as well as ILT flexibility	Principal, Admin. Team, Hill for Literacy	Summer 2017	Fall 2017	Master Schedule	Solid Master Schedule, ILT & PLC at Chaffee
Provide PD and coaching on creating effective lesson plans and conducting effective lessons that increase engagement and include accountable talk	Principal, Teachers, ILT, secondary sources as needed	Early Spring 2017	June 2018	Walk-through observations, learning walks, lesson plan reviews, PD agendas	Common Understanding and high-yield instructional practices High Student Achievement
Conduct formal learning walks and instructional rounds using ILT to develop a common understanding of high quality instruction.	Principal, District Admin. Team, ILT	Fall 2017	June 2018	Walk-through observations, feedback & professional dialogue	High student engagement and achievement

**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

**Initiative 2:** Continue incorporating the ELA and Math shifts into daily instruction through practice with complex text, reading, writing and speaking grounded in evidence from text, using literary and informational text, building knowledge through content rich, non-fiction text and developing arguments and critiquing the thinking of others.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Continue implementation and PD of close reading strategies, Tier 2 vocabulary across all content areas, and the role of discourse in learning.	Teachers, Principal, ILT	Fall 2017	June 2018	Walk-through observations, student achievement on common assessments	Advanced understanding of text with increased student achievement

Take a deeper dive into a true balanced literacy platform at Clara Barton which includes Guided Reading, Reader's and Writer's Workshop, with greater emphasis on vocabulary development and student discourse.	Principal, Teachers, ILT, Hill for Literacy	Fall 2017	On-going	Walk-through observations, student achievement on common assessments	Advanced understanding of text with increased student achievement
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**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

**Initiative 3:** Unpack and incorporate the instructional shifts required for success

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Explore the impact of math instructional shifts on classroom practices through modified lesson study and planning.	Principal Teachers	Fall 2017	On-going	Lesson Plans	Strategic targeted instruction to improve student outcomes
Collaborate as grade level teams to review and reflect on common assessments and results as part of the PLC process	Grade Level Teams(PLC)	Winter 2017	On-going	PLC minutes, item analysis and shared conclusions	Strategic & targeted instruction improve student outcome
Design and implement action plans to address identified strengths and weaknesses in instruction using MAP, classroom assessments and student work samples.	Grade Level Teams (PLC)	Fall 2017	On-going	Pre- and Post-Assessments	Improved student achievement at all levels
Provide additional PD that addresses reading strategies Ex. The Next Steps Forward In Guided Reading, Table Talk Math, (Practical Guide for Bringing Math into Everyday Conversations)	Principal, Teachers	Fall 2017	June 2018	Staff formative assessments, Book Study Notes	High-Quality instruction that impacts student achievement

**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data- based decisions.**

**Initiative 1** Develop a comprehensive approach to measuring student growth to include both formative and summative assessments.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
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Design and implement action plans and fluid RTI grouping to address identified strengths and weaknesses based on benchmark assessments, classroom assessments and student work samples.	ILT, Teachers	Fall 2017	June 2018	ILT notes, RTI grouping reviews, Data tracking meetings	Improved student achievement at all levels
Collaboration of building-based data team and grade level teams to review data points and select other possible data sources	Grade Level Teams and ILT	Late Fall 2017	On-going	Action Plans developed, RTI Groups created for ELA and MATH	Common understanding and implementation
Continue building-based PD on using data to inform and adjust instruction	Principal, Grade Level Teams, ILT	Winter 2017	On-Going	Staff Exit Tickets, PLC minutes, Lesson Plan display of targeted instruction	Improved student achievement and increased student outcome

**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data-based decisions.**

**Initiative 2:** Continue to analyze and use relevant data to improve core instruction.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Provide grade level teams time to collaborate in data-driven conversations. (Staff, GLM's and CPT)	Principal, ILT, Hill for literacy	Fall 2016	On-going	Monthly Meetings and collaboration	Consistent communication and actions to positively impact student learning & achievement
Provide feedback to staff around effective PLC's in order to drive instructional improvement efforts.	Principal The Hill for Literacy	Fall 2017	On-going	Monthly Meetings and collaboration	Consistent communication and actions to positively impact student learning and achievement.

**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures databased decisions.**

<b>Initiative 3: Develop capacity to analyze and use relevant data to increase student outcomes through targeted assistance.</b>					
<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcomes</b>
Participate in building data team meetings to review and determine assessment effectiveness; implementing an action plan for adjustment to practice such as RTI groups, re-teaching, & mini-lessons	Principal and ILT	Mid-fall 2017	On-going	Results Audit/Review/Action Plan 3x year check points	Common understanding and comprehensive approach for measuring student growth

<b>Objective 3: Increase capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.</b>					
<b>Initiative 1: Build instructional capacity of teachers to ensure all students can access and approach challenging curriculum.</b>					
<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Continue to develop and implement a school-wide behavior management system utilizing Responsive Classroom coupled with PBIS strategies	Principal	Summer	Ongoing	Student & Staff Surveys, PBIS implementation tool data	Decreased negative student behavior and increased student achievement
Conduct Parent Meetings & Seminars to communicate school-wide behavior expectations while providing strategies and support	Principal, Secondary supports SAC	Fall 2017	June 2018	Parent Questionnaire and Survey	Common understanding, Collaboration and strong school-home partnership
Conduct training to maintain consistent expectations, rules and responses beyond the instructional setting (i.e. bus transport, Edu-Care, cafeteria)	Principal, and SAC	Fall 2017	June 2018	Walk-through observations, bus behavior reports and staff survey	Common implementation of a systematic behavior management system across all areas

**Objective 3: Increase capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.**

**Initiative 2:** Continue to develop and implement research-based, targeted interventions to support and build coping strategies for targeted assistance

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcomes</b>
Continue to develop and implement a systematic approach of assessing and addressing academic and social-emotional needs; compiling data points for targeted interventions and developing language supports in the classroom. (Interactive Modeling, Rules in School, Power of Words and Accountable Talk)	Principal, teachers, SAC	Winter 2017	June 2018	Responsive Classroom Management Tool 1 and 2	Decrease in negative behaviors, increase in positive behaviors and improved student achievement
Continue to offer programs such as BOKS to support students in brain boosts that will set them up for a day of learning. Explore Mindfulness techniques to provide a therapeutic response to behaviors.	Specialists Principal	Fall 2017	June 20178	3x year review and evaluation of program effectiveness	Decrease in negative behaviors and increase in positive behaviors

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**Initiative 3:** Develop an array of accelerated learning opportunities. (Drawing on student achievement data)

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcomes</b>
Collaborate with parents & community members in providing enrichment activities throughout the year	Principal, teachers, PTO	Fall 2017	On-going	PTO Calendar, Web Page and One – Call	Enrichment learning opportunities for all students
Support teachers in planning lessons that include accelerated learning opportunities for targeted students.	Principal Specialists, Teachers,	Fall 2017	On-going	Engagement strategies Lesson Planning Opportunities for Project based learning	High quality teaching to support or enrich student learning