

Clara Barton School  
School Improvement Plan  
2018-2019

***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: Implement high-quality instruction and the academic language that describes it; committing to high-yield instructional practices.

Initiative 1.2: Incorporate the 2017 Massachusetts Frameworks into daily instruction using a variety of text to enhance reading, writing and speaking across all content areas.

Initiative 1.3: Apply high-quality instructional practices to increase student achievement.

**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: 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: Identify research-based targeted interventions and enrichment to build and support all students.

Initiative 3.2: Provide training and coaching to support identified interventions and enrichment opportunities to support all students.

Initiative 3.3: Implement identified targeted interventions and enrichment opportunities to support and build student success.

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

**Initiative 1.1:** Implement high-quality instruction and the academic language that describes it; committing to high-yield instructional practices.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Implement a master schedule that includes uninterrupted Math and ELA blocks and allows for Professional Learning Communities (PLC) and the Instructional Leadership Team (ILT) time to meet monthly.	Principals, Admin. Team, ILT -Hill for Literacy	Created Summer 2017 – revisit spring of 2018	Summer 2018	Master Schedule created for Chaffee and Clara Barton	Master Schedule, to include time for PLC & ILT	Massachusetts Tiered System of Support (MTSS) Grant  DESE Grant Summer 2017
Implement PD and coaching on creating effective lesson planning to include using Universal Design Learning Principals. (UDL)	Principal, ILT, secondary sources as needed	Fall 2018	Spring 2019	Walk-throughs, Observations Lesson Planning tool	Common Understanding of high-yielding instructional practices and language to increase student engagement	
Implement a common understanding of high quality instruction through the continuation of PD and coaching from The Hill for Literacy and Wilson Language Systems.	Principal, Reading Specialist, ILT Team	Fall 2017	June 2019	PD, coaching professional dialogue & teacher feedback	Increase student engagement and achievement	MTSS Grant  Wilson Language Systems (Coaching) Grant Funded

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

**Initiative 1.2:** Incorporate the 2017 Massachusetts Frameworks into daily instruction using a variety of text to enhance reading, writing and speaking across all content areas.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Incorporate reading, writing and vocabulary strategies for all genres across all content areas to increase vocabulary knowledge, student engagement, and classroom discourse.	Principal, ILT Reading Specialist The Hill for Literacy	Fall 2017	On-going	Increase in student achievement for all students.	Advanced understanding for reading and responding to complex text across all content	Early Literacy Grant PreK-3
Incorporate a balanced literacy platform to include the Workshop Model to support Literacy, Math, and daily intervention blocks. Continue PD in the Daily 5 and the Daily Math 3.	Principal, ILT, The Hill for Literacy	Fall 2017	On-going	Teachers implementation of the Workshop Model and Response to Invention blocks in ELA and Math	Small group instruction to support all learners.	Daily 5 /CAFE-online subscription at each grade level \$267  Grade Level Libraries TBD

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

**Initiative 1.3: Apply high-quality instructional practices to increase student achievement.**

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Apply the 2017 Math Framework using the 8 Standards of Mathematical Practice including daily Number Talks.	Principal Teachers	Fall 2018	On-going	High quality Lesson Planning to include the UDL Lesson Model (Why, What and How)	Strategic targeted instruction, which includes small group instruction to improve student outcomes.	Number Talks <a href="http://www.insidemathematics.org">www.insidemathematics.org</a> (No cost)
Assign an Instructional Focus to all students using current District Wide Assessments. (DIBELS, MAP Scores, Foundations Tracker)	Principal ILT Grade Level Teams (PLC)	Fall 2017	On-going	DATA collection 3X's a year for all students. Progress Monitor students at risk 2X's a year using on-going benchmark assessments.	Improved student achievement at all levels	MTSS Grant – Coaching  Wilson Language Systems Tier 2 Intervention Training
Apply Response to Intervention (RTI) using reading strategies from MTSS Grant, Wilson Tier 2 Intervention Kit, The Just Words Program, with strategic lesson planning.	Principal, Reading Specialist, Special Education Teachers Classroom Teachers	Fall 2017	On-going	DATA Meetings Include: Formative/Summative assessments	High-Quality instruction to increase student achievement	MTSS Grant – Coaching  Wilson Language Systems Tiered Intervention coaching

<b>Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data- based decisions.</b>						
<b>Initiative 2.1</b> Use a comprehensive approach to measure student growth using district-wide 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 Outcomes</b>	<b>Cost</b>
Conduct DATA Team meetings 5x's a year to review and determine the effectiveness of core instruction and assessments.	Principal, PLC and ILT Teams Teachers	Fall 2017	In-progress	Use data to measure the implementation of core instruction.	Increased Student achievement for all students	

<b>Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data- based decisions.</b>						
<b>Initiative 2.2</b> 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 Outcomes</b>	<b>Cost</b>
The Building Based Team/Student Support Team and the Instructional Leadership Team will review identified data points during Progress Monitoring Meetings to create RTI Groups with an instructional/behaviorial focus to support mastery and student success.	Principal, ILT Building Based or Student Support Teams (BBT/SST)	Fall 2017	On-going	Implement RTI Plans effectively	Increase student achievement for students at risk	MTSS Grant  Wilson Language Systems

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

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

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Continue Professional Development in the area of inclusive teaching practices to include: scaffolding, differentiating and small group instruction to support the RTI Model and to offer opportunities to enrich students.	Principal, ILT The Hill Wilson Language Systems	Fall 2018	Spring 2019	Meeting the needs of all students	Increase student achievement for all students	MTSS Grant  Wilson Language Systems

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

**Initiative 3.1:** Identify research-based targeted interventions and enrichment to build and support all students.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Identify Research-based practices to strengthen and support the needs of all students.	Principal SST Team	Fall 2018	On-going	Identify practices and continue implementation	Provide an inclusive environment for all students.	
Use the Responsive Classroom School-wide Behavior Management System coupled with The Choose to Be Nice Program.	Principal, SST, and Teachers	Fall 2016	On-going	Safe and Supportive environment for all students	Increase in positive behaviors	CTBN - \$500
Include at Open House an introduction to school-wide behavior expectations and conduct parent information nights to communicate strategies to support school wide success.	Principal, School Adjustment counselor (SAC) District Wide Social Worker	Fall 2017	On-going	Principals and Team Monthly Newsletters, Parent Information Nights and Title 1 Nights	Common understanding of school wide expectations. Develop a partnership with all families.	

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

**Initiative 3.2: Provide training and coaching for identified interventions and enrichment opportunities to support all students.**

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Provide training in Social Emotional Strategies to include: Responsive Classroom Techniques in the Power of Words, Interactive Modeling, and Bullying Prevention. Support the implementation of 1, 2, 3, Magic for Teachers, Michelle Garcia Winner's Social Thinking Program, and Rick Lavoie's Motivational Strategies.	Principal, SAC, Speech and Language Therapist, (SPL) Anchor and Shine Lead Teachers, District Wide Social Worker, Board Certified Behavioral Analysis (BCBA)	Fall 2017	Spring 2020	Building Tolerance in the classroom for a diverse set of learners	Build Teachers strategies and capacity to support all learners in the classroom	
Provide training to maintain consistent expectations, rules, and responses beyond the instructional setting. (Cafeteria, playground, bus transportation and Edu-care)	Principal, SAC, Support Staff (Anchor Teacher Shine Teacher)	Fall 2018	On-going	School wide expectations are visible throughout the building. (playground, cafeteria and Edu-care)	Increase in positive behaviors in support of School-wide behavior expectations	

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

**Initiative 3.3:** Implement identified targeted interventions and enrichment opportunities to support and build student success.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes	Cost
Implement a systematic approach to access and address academic and social emotional needs; compile data points from targeted interventions, and evaluate the implementation process.	Principal, SAC, District Wide Social Worker, Anchor and Shine Teachers, BCBA and classroom teachers	Fall 2017	On-going	Data Collection from targeted interventions	Increase in positive behaviors	
Continue to offer the morning BOKS Program to support students' start to the school day. Classroom Interventions will include: Brain boosts, Mindfulness Techniques and Yoga.	Specialists PE and Wellness SAC Classroom Teachers	Fall 2017	On-going	Yearly review and evaluation of programs and student success.	Increase in positive behaviors	