

John Weldon Elementary 17-18 School Improvement Plan

ACHIEVEMENT

1 YEAR GOAL:

Maintain ELA MPI of 411.7 in 2018.

Maintain Math MPI of 418.2 in 2018.

Increase Free and Reduced Lunch ELA MPI from 352.9 to 364.5.

Increase Free and Reduced Lunch Math MPI from 361.8 to 375.9.

MPI	2014	2015	2016	2017	2018
ELA	322.4	336.4	345.9	352.9	
Math	336.7	294.1	335.1	361.8	

1 YEAR GOAL - UPDATE/ADJUSTMENTS:

John Weldon will raise Free and Reduced Lunch ELA MPI by 3.18% to 364.5.

John Weldon will raise Free and Reduced Lunch Math MPI by 3.75% to 375.9.

SMART STRATEGY # 1 AND MEASUREMENT: Increase percentage of walkthroughs containing QFIC objective and an additional Instructional Strategy by at least 2%. (Objectives- 58% in 16/17 to 60% by end of 17/18; Additional Instructional Strategy- 71% in 16/17 to 73% by end of 17/18.)

Person Responsible for Reporting Progress: Administrators

Progress Metric: Walkthrough Chart

SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:

Qtr. 1: At the end of 1st quarter, there were 17 walkthroughs. 47% (8 out of 17) of walkthroughs were QFIC with Objectives and 47% (8 out of 17) were QFIC with an Additional Instructional Strategy.

Qtr. 2:

Qtr. 3:

Qtr. 4:

Action Steps:	Timeline:	Person Responsible for Reporting Progress:
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1) Professional development will be provided on CITW Component 2 using QFIC. Ongoing QFIC with the four recommendations of Setting Objectives, Summarizing, and Note-taking.	Oct. 23 Nov. 7 Feb. 16 Apr. 3	Administrators CITW Trainers
2) Teachers will visibly post their objectives relevant to daily lessons using KUD and will refer to objectives throughout their lessons.	Ongoing	Administrators Teachers
3) Set instructional strategy expectations with staff and provide support as needed.	Ongoing	Administrators CITW Trainers
4) Administrators will utilize the CITW walkthrough form. Current reality will be shared and discussed with staff at faculty meetings.	Quarterly	Administrators CITW Trainers
5) Each PLC will participate in an Instructional Round once during the school year. It is optional for teams to participate more frequently if they choose.	Ongoing	Elizabeth Nichols Administrators
SMART STRATEGY #2 AND MEASUREMENT: The percentage of students in kindergarten through fifth grade reading on or above grade level will increase by 5% from August 2017 to May 2018 as measured by Assessment Wall data. Person Responsible for Reporting Progress: Administrators and Literacy Coach Progress Metric: Trigger Document		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS: Qtr. 1: At the beginning of the year, 73.3% (432 out of 589) of students were on or above grade level in reading. This is based on the trigger document which is only for grades 1-5. At the end of 1st quarter, 69.4% (509 out of 733) of students were on or above grade level in reading. This is based on the trigger document for grades kindergarten through 5th grade. Qtr. 2: Qtr. 3: Qtr. 4:		
Action Steps:	Timeline:	Person Responsible for Reporting Progress:
1) Building Data Team will analyze trigger data to ensure diagnostics are given and appropriate interventions are provided for students who are not meeting grade level expectations/benchmarks in reading.	Beginning of the Year/ Ongoing	Building Data Team Teachers
2) Review interventions, determine what is and isn't working, and make changes in instruction to help students.	Quarterly	Building Data Team Teachers
3) Communicate reading levels and strategies for supporting reading with parents so they can choose good fit books at home and support their student with reading. (Key 4)	Quarterly	Teachers

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4) Solicit and train parents to provide literacy skills support for students needing help in specific skill areas. (Key 3)	Quarterly	Administrators Teachers Literacy Coach
5) All PLC teams will set, track, monitor, and review quarterly SMART goal on priority standards based on what is being assessed on a quarterly basis.	Quarterly	Administrators Teachers Literacy Coach
6) Host a Reading and Technology Night for parent learning. The goal of the evening is to increase parent knowledge of technology resources that are available as well as to provide parents with strategies to help their students improve their reading. (Key 1)	2nd quarter	Administrators ITS Literacy Coach Teachers
SMART STRATEGY #3 AND MEASUREMENT: Teachers will implement small group literacy instruction with fidelity 80% of the time based on quarterly scheduled classroom visits. Person Responsible for Reporting Progress: Administrators and Literacy Coach Progress Metric: Balanced Literacy Look Fors document		
SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS: Qtr. 1: Balanced Literacy walkthroughs were conducted on Monday, October 9th. 9 classes were observed during small group instruction, and 67% of the small group instruction was implemented with fidelity. Qtr. 2: Qtr. 3: Qtr. 4:		
Action Steps:	Timeline:	Person Responsible for Reporting Progress:
1) Monitor and review NEE 3.1 curriculum implementation data and provide specific feedback to teachers.	Ongoing	Administrators
2) Administrators will assess implementation of Balanced Literacy implementation during classroom walkthroughs. This data, in combination with the data from the Literacy Coach, will be shared quarterly with teachers.	Ongoing	Administrators
3) Literacy Coach will conduct Balanced Literacy classroom visits. Feedback will be given as requested by classroom teacher.	Ongoing	Administrators Literacy Coach
4) Literacy Coach will provide PD supports and resources during PLC time and collaboration.	Ongoing	Administrators Literacy Coach

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BEHAVIOR		
<p>1 YEAR GOAL: Decrease the number of incidents of OSS from 26 in 16/17 to 18 in 17/18. Decrease the number of office discipline referrals by 5% from 16/17 to 17/18.</p>		
<p>1 YEAR GOAL - UPDATE/ADJUSTMENTS: John Weldon will decrease OSS incidents by 30.77% in 17/18. John Weldon will decrease office discipline referrals from 261 in 16/17 to 248 in 17/18.</p>		
<p>SMART STRATEGY #1 AND MEASUREMENT: Decrease number of office referrals relating to improper physical contact from 34.5% in 16/17 to 30% in 17/18. Decrease the number of incidents of physical aggression (including improper physical contact, endangerment, assault) resulting in OSS from 20 to 12. Person Responsible for Reporting Progress: Administrators Progress Metric: Infinite Campus Reports</p>		
<p>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS: Qtr. 1: During 1st quarter, there were 61 office referrals that resulted in a disciplinary write-up. 31 referrals related to improper physical contact which is 50.8% of office referrals. During 1st quarter, there were 3 incidents of physical aggression resulting in OSS. Qtr. 2: Qtr. 3: Qtr. 4:</p>		
Action Steps:	Timeline:	Person Responsible for Reporting Progress:
1) Communicate behavior expectations to students and parents twice annually.		
2) Students set and monitor quarterly behavior goals receiving specific feedback from designated teacher.		
3) Investigate opportunities for PD on Restorative Discipline.		
4) Recognize students for following expectations and displaying good behavior/citizenship.		
5) Track and monitor behavior data (weekly or monthly).		

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<p>6) Implement Tier 2 Interventions for students with 4 ODR or 2 ISS or OSS incidents.</p> <ul style="list-style-type: none"> ● Provide small group interventions to support student needs (social skills) ● Provide mentoring for students meeting triggers ● Provide Check-in and Check-Out for students meeting triggers ● Implement student self-monitoring chart for students meeting certain triggers 		
<p>7) Implement Tier 3 Interventions for students with 6 ODR or 3 ISS or OSS incidents.</p> <ul style="list-style-type: none"> ● Team to meet with student and parent to develop plan for success ● Re-entry conference with student and parent for students returning from OSS (Key 2) ● Develop an informal functional assessment ● Coordinate outside services to support students and provide support/resources to parents (Key 6) 		

CLIMATE

1 YEAR GOAL:

Staff: Attain a minimum of 95% SA/A on all questions of staff survey with a minimum of 80% participation on the staff survey.

Parent: 95% of parents will SA/A on all the climate survey questions with a minimum of 30% participation on the parent survey.

1 YEAR GOAL - UPDATE/ADJUSTMENTS:

SMART STRATEGY #1 AND MEASUREMENT: Increase the percentage of SA/A on student question #6, “I set and monitor academic goals at school,” from 92.47% to 95%. Decrease the percentage of SA/A on student question #5, “This school year, have you been bullied at school?” from 32.92% to 30%.

Person Responsible for Reporting Progress: Administrators

Progress Metric: Student climate survey- Fall and Spring

SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:

Qtr. 1: Students will take the fall climate survey at the beginning of November.

Qtr. 2:

Qtr. 3:

Qtr. 4:

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Action Steps:	Timeline:	Person Responsible for Reporting Progress:
1) Identify areas of weakness and seek staff input on improvement.		
2) Principals will hold “coffee talks” or informal meetings for staff to ask questions & share input.		
3) Provide time at a faculty meeting to complete staff survey.		
4) Offer staff a “jeans week” if at least 80% of all staff and 30% of parents complete their respective surveys.		
5) Seek input on school improvement initiatives.		
6) Provide technology for parents to complete survey at all school events (Key 5).		
7) Engage parents with frequent communication regarding school events.		
8) Implement lessons on bullying to educate students on what and when to report.		
<p>SMART STRATEGY #2 AND MEASUREMENT: During the 2017-18 school year, 100% of staff will continue to implement and support the school-wide leadership development process, The Leader In Me, for students, staff and parents. Person Responsible for Reporting Progress: Administrators and Lighthouse Team Progress Metric: Action Teams (agendas, discussions, and events)</p>		
<p>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS: Qtr. 1: During 1st quarter, Action Teams were streamlined to allow the work to be more focused and purposeful. We sent 10 staff members to go through 7 Habits training this year. Our Action Teams now meet during a building wide time that allows the communication from each team to be shared as well as updates from the Lighthouse Team. Qtr. 2: Qtr. 3: Qtr. 4:</p>		
Action Steps:	Timeline:	Person Responsible for Reporting Progress:
1) Provide training for new and support staff that were not part of the 7 Habits training in the past year.	Ongoing	Administrators
2) Classes will track their progress towards their class goal on their data wall. Students will set and track individual goals as applicable.	Ongoing	Administrators Teachers

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3) The Family Learning Action Team will work to build relationships with each other (students, families, horizontal/vertical, inside/outside).	Ongoing	Administrators Climate Action Team
4) The Leadership Environment Action Team will work to increase interaction/relationships amongst all staff members.	Ongoing	Administrators Social Action Team
5) The Leadership Events Action Team will develop and build relationships with students, families, and community members through classroom, schoolwide, and family & community events.	Ongoing	Administrators Community Action Team
6) The Shared Leadership Action Team will provide more school-wide leadership opportunities for all students. They will also give more student voice in leadership roles within the school and outside of school walls.	Ongoing	Administrators School-Wide Leadership Action Team
7) The Lighthouse Team will monitor and update the SIP, plan and support PD, and organize & monitor LIM initiatives.	Ongoing	Administrators Lighthouse Action Team