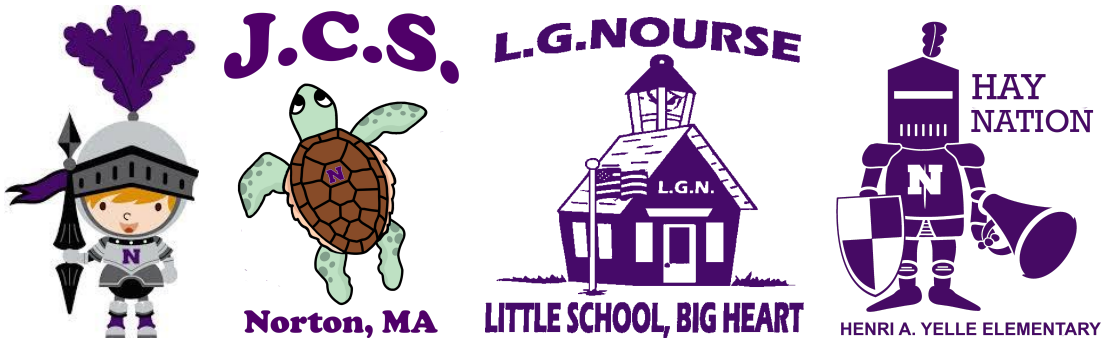
# NORTON PUBLIC SCHOOLS
# ELEMENTARY SCHOOLS IMPROVEMENT PLAN
# 2023 – 2026



**Joint Elementary School Site Council Members:**

| **JCS School Staff** | **JCS Parents** |
|---|---|
| Dr. John Marcus, Principal | Ms. Kate Boylan |
| Ms. Marybeth Callanan, Asst. Principal | Ms. Mollie Perachio |
| Mrs. Jennifer Ryan, Grade 2 Teacher | |
| Mrs. Alexandra Carroll, Grade 2 Teacher | |
| **LGN School Staff** | **LGN Parents** |
| Mr. Thomas Higgins, Principal | Mrs. Christine Irish |
| Mrs. Sarah Johnson, Special Education | Mrs. Calista Thompson |
| Mrs. Julie Durmis, Library Teacher | |
| Mrs. Caitlin Brides, Special Education | |
| **HAY School Staff** | **HAY Parents** |
| Mr. Martin Geoghegan, Principal | Mrs. Kristi Fernandes |
| Mr. Robert Bielwa, Dean | Mrs. Kate Byrne |
| Mrs. Susie Cashton, STEAM Teacher | |
| **Community Member** | Dr. Alessandra Ward, Wheaton College |

***Preamble***

*As part of the shared commitment among Administrators, Staff, and Parents at the elementary schools in Norton, we have chosen to meet together throughout the year to strengthen the learning environment of all three schools. By combining forces, we are better able to share ideas, find common themes, and promote a similarly excellent experience for our students PK-5.*

*This School Improvement Plan serves as a blueprint for the actions and processes needed to promote excellence at all Norton elementary schools. As a collaborative team, the Joint School Council has worked on this plan to help us identify areas of opportunity. We incorporated parts of the district's Strategic Plan to align our plan with the direction of the district as a whole. This plan will focus resource allocation, staff development, instructional content and practice, and assessment on the goals that have been established by the team. All schools will then focus many areas of staff meetings, staff in-service, staff recognition, and staff monitoring around the School Improvement Plan objectives..*

**Norton Public Schools Mission Statement:**
To promote individual talents and maximize each student's potential.

**Norton Public Schools Vision Statement:**
In active partnership with families and the community, we will foster personal development, intellectual growth, and prepare each student to contribute and succeed as a productive and responsible global citizen.

**Norton Public Schools Vision 2026 District Goals:**

Vision 2026: Goal Priorities – In this strategic plan, goals represent the core elements of work the Norton Public School District will focus on as part of their work from September 2022 through August 2026. Each goal has time-bound objectives, strategies, and target initiatives that will be implemented to achieve each outlined goal.

1. Developing the Whole Child: NPS is committed to developing the whole child by recognizing the uniqueness of each student as a scholar, citizen, and community member.
2. Professional Learning: NPS creates and supports a collaborative learning climate and culture of continuous improvement and professional learning.
3. Portrait of a Graduate: NPS implements the Portrait of a Graduate Skill Sets via various teaching and learning approaches.

**Coordination and Monitoring:**
This school improvement plan will be monitored and coordinated by the Elementary School Principals and staff in conjunction with the Joint School Site Council.

## *Norton Elementary Schools Improvement Plan's Goals are:*

- *To continue the development of our practices to support the Whole Child learning approach which understands that students' education and life outcomes are dependent upon their access to safe and welcoming learning environments and rich experiences in and out of school;*
- *To continue to improve our instructional strategies with our students within core classes by enhancing instructional practices to improve academic outcomes for all students;*
- *To continue to advance the overall culture and climate of all three elementary schools by fostering more mutual partnerships among the schools, students, families, staff, and the community.*
- *To continue to ensure the safety and security of our students and staff.*

**Elementary Schools Goal #1 – Development of the Whole Child –** ***Our primary objective is to advance our commitment to the holistic development of every student. We aim to nurture a comprehensive educational environment that recognizes the vital role of safe, inclusive learning spaces and diverse learning opportunities in shaping students' education and life outcomes. We will gauge our progress through meticulous data collection via surveys and assessments, ensuring the continual improvement of our practices in support of the Whole Child learning approach.***

*Connection to Strategic Plan Goals 1, 2, and 3.*

| Strategy | Person(s) Responsible | Action Steps /Evidence | Timeline | Evaluation |
|---|---|---|---|---|
| 1.1 Clear alignment within District Integrated Multi-Tiered System of Support (IMTSS) structures that use consistent practices in the areas of instruction and intervention, assessment, and data-based decision making to make informed decisions about student instruction. | District based IMTSS Teams<br><br>Asst. Superintendent<br><br>Principals<br><br>Designated staff | ● Assess protocols used for ELA, Math, SEL<br>● Survey parents and staff<br>● Research and/or support the district in researching new tools for ELA, Math, and SEL<br>● Follow IST Process<br>● Clear communication between staff and families | Ongoing - during the duration of the Strategic Plan | Documented membership of team<br><br>Schedule of meetings<br><br>Minutes of meetings |

| | | | | |
|---|---|---|---|---|
| 1.2 Building based IMTSS teams that will guide the process of looking at student data, engaging in conversations about what practices are needed to improve outcomes, and creating checkpoints for staff to evaluate interventions and change course as needed. | Principal<br><br>IMTSS Co-Chairs<br><br>Building based IMTSS Team Members | ● Monthly meetings<br>● Interpreting data from various assessments<br>● Guiding staff during progress monitoring of students<br>● Continued work with University of Missouri consultants<br>● Presenting our progress and updating staff as needed.<br>● Clear communication between staff and families | Ongoing - during the duration of the Strategic Plan | Documented membership of team<br><br>Schedule of meetings<br><br>Minutes of meetings<br><br>Presentation from IMTSS team |
| 1.3 Interventionists, Reading and Math Coaches, Adjustment Counselor, PBIS Team, and Reading and Math Specialists will support building based IMTSS teams in identifying research-based interventions, implementing targeted support for individual students, and acting as a member of the team in regard to assessing student learning and progress. | Identified staff<br><br>Principal<br><br>Building based IMTSS Team Members | ● Support data based decision making<br>● Support progress monitoring<br>● Create a feedback loop and document continuous improvement<br>● Clear communication between staff and families | Ongoing - during the duration of the Strategic Plan | Documented membership of team<br><br>Schedule of meetings<br><br>Minutes of meetings<br><br>Positive improvement in student data scores |

**Elementary Schools Goal #2 – Enhancement of Instructional Practices** – ***Our objective is to elevate instructional excellence in core classes by constantly refining our teaching methodologies. Through the implementation of innovative curriculum programming and the use of measurable assessments, we aim to enhance academic outcomes for all students. This goal focuses on ensuring that our instructional practices remain dynamic and effective, fostering continuous improvement in our approach to education.***

*Connection to Strategic Plan Goals 1, 2, and 3.*

| Strategy | Person(s) Responsible | Action Steps /Evidence | Timeline | Evaluation |
|---|---|---|---|---|
| **New Math program – Stepping Stones** | | | | |
| 2.1 ORIGO Stepping Stones 2.0 Grades PK-5 enhances your teachers' and students' learning journey with a program aligned to our state standards. Students develop mathematical practices in a new, enhanced learning experience and teachers are supported for purposeful instruction with balanced and flexible resources. Our goal is to ensure effective implementation in all classrooms for core instruction | Math Coach<br>Field Test Participants<br>Curriculum Leaders<br>Principals<br>Teachers | ● PD – started in Spring 2023<br>● Grade level meetings/PLCs<br>● Communication with families on the program<br>● Curriculum Night(s)<br>● Assessment and data analysis | Ongoing - during the duration of the Strategic Plan | Student outcomes as measured in the Stepping Stones program. |

| | | | | |
|---|---|---|---|---|
| **New ELA program – Field Test** | | | | |
| 2.2 Vision Planning for literacy in Norton and how we want our students to grow as readers and writers. | ELA Coach<br>Field Test Participants<br>Curriculum Leaders<br>Principals<br>Teachers | ● Field Test of research-based programs in Kindergarten - Grade 5<br>● Selection and effective implementation in all classrooms for core instruction<br>● Staff Professional Development<br>● Continuous check-ins with Field Test participants and analysis of data<br>● Grade level meetings/PLCs<br>● Communicate with families<br>● Curriculum Night(s)<br>● Assessment and data analysis | Ongoing - during the duration of the Strategic Plan | Student outcomes as measured by local and state assessments. |

| **SEL Curriculum** | | | | |
|---|---|---|---|---|
| 2.3 Meaningful integration of SEL lessons in classrooms with students at all grade levels. | School Adjustment Counselors<br><br>All Building Staff<br><br>PBIS Teams | • Connection to PBIS skills and expectations<br>• Support the district's new SEL Curriculum in all three elementary schools<br>• Design of scope and sequence and grade level expectations | Ongoing - during the duration of the Strategic Plan | Panorama surveys |

| **Assessments and Progress Monitoring** | | | | |
|---|---|---|---|---|
| 2.4 Through the use of current and new assessments, students will demonstrate increased academic performance. | Asst. Supt.<br><br>ELA/ Math Coaches<br><br>Curriculum Leaders<br><br>Teachers | • Evaluate and ensure alignment of district and state standards<br>• Progress monitoring assessments to support interventions and IMTSS process<br>• Examine and reevaluate current IMTSS services<br>• Examine assessment materials/activities used and update yearly as needed<br>• Utilization of new elementary report card<br>• Begin a curriculum review process in one domain per year | Ongoing - during the duration of the Strategic Plan | Student outcomes as measured by local and state assessments. |

**Elementary Schools Goal #3 – Parent/Community Engagement –** ***Our goal is to strengthen the culture and climate within our elementary schools by cultivating robust partnerships among the schools, students, families, staff, and the community. This objective will be assessed through surveys, student data, and assessments. We are committed to fostering an inclusive and collaborative environment that encourages active engagement and communication among all stakeholders, ultimately contributing to the overall growth and success of our school community.***

*Connection to Strategic Plan Goals 1, 2, and 3.*

| **Strategy** | **Person(s) Responsible** | **Action Steps /Evidence** | **Timeline** | **Evaluation** |
|---|---|---|---|---|
| **Communication** | | | | |
| 3.1 Increase communication between school and home using current and new resources. | Principals<br><br>School Council Members<br><br>All Staff | ● Schools send a brief check-in survey to families once each term.<br>o Results shared with School Council<br>o Action steps that come out of surveys, published in newsletters<br>● Establish hybrid meetings that are both in person and are also recorded/broadcast with moderator for active participation<br>o Notes shared in newsletters<br>o Action steps formulated and taken | ● Oct 2023, Jan 2024, April 2024 and then thrice per year following | Analysis of surveys |

| | | | | |
|---|---|---|---|---|
| 3.2 Improve communication about curriculum to families | Principals<br><br>School Council Members<br><br>All Staff | ● Investigate and work on bringing back Curriculum Nights, including input from faculty<br>● Examine current Open House event to determine its effectiveness<br>● Streamline communication on curriculum throughout the year by including sections in each school's newsletter at least monthly<br>● School Council will examine what different grade levels are sending home for homework or curriculum communication and share results with faculties<br>● Produce an End of Year document for some or all grades that helps parents understand what is to come and what expectations there are for events and transitions.<br>● Invite grade levels or classrooms to present at parent meetings<br>● Explore how the new report card can be used as means to improved communication around curriculum | Ongoing - during the duration of the Strategic Plan | Review survey data. |

**Goal #4. Improving the educational environment to enhance teaching and learning** – ***Our aim is to perpetually enhance the educational environment to optimize both teaching and learning experiences. We will rigorously evaluate and ensure the safety and security of our students and staff through a comprehensive array of measures. By prioritizing safety and security, we intend to create an atmosphere where all members of our school community can thrive, fostering an environment conducive to effective teaching and meaningful learning.***

*Connection to Strategic Plan Goals 1, 2, and 3.*

| **Facilities, Safety and Security** | | | | |
|---|---|---|---|---|
| **Strategy** | **Person(s) Responsible** | **Action Steps** | **Timeline** | **Evaluation** |
| 4.1 Continuous improvement of the safety and security of the buildings for all students and staff by the use of fundraising, volunteering, grants and leveraging money from the facilities budget. | Principals<br><br>Parent Groups<br><br>Director of Facilities<br><br>Superintendent<br><br>Staff from each school | ● Explore the possibility of a Building-wide garden at each school<br>● Principals encourage the use of tables and flexible seating in all classrooms<br>● Analyze classroom needs for furniture, supplies, etc. and prepare a report for the Superintendent and Director of Facilities<br>● Principals complete budget requests for items needed for classrooms/buildings<br>● Improve fencing around play areas at all buildings for improved safety<br>● Principals collaborate with Director of Facilities to inspect playground, blacktop, and field yearly to assess items that need to be fixed or updated | Ongoing - during the duration of the Strategic Plan | Report on progress on a yearly basis |

| | | | | |
|---|---|---|---|---|
| 4.2 Continuous improvement of safety systems across all three buildings. | Principals<br><br>Parent Groups<br><br>Director of Facilities<br><br>Superintendent<br><br>Staff from each school | ● Support the installation of a phone system for the entire building(s) to include all classrooms<br>● Support purchase of additional walkie talkies for better coverage in all buildings<br>● Promote keypads for all entrances to improve security and safe access<br>● School Councils examine safety protocols and ensure they are published where appropriate | Ongoing - during the duration of the Strategic Plan | Report on progress on a yearly basis |