

School Name: Kelly Mill Elementary

2021-22 School Improvement Plan

Section 1

Academic SMART Goal #1:

During the 2021-2022 school year, all teachers will collaboratively engage in a formal process of deconstructing standards, identifying learning targets, developing and using success criteria, and providing clear alignment among success criteria, learning experiences, and assessments.

Evidence of Academic Need (Multiple Data Points):

Classroom observations across grade-alike groups show varying degrees of teacher knowledge when instructing
Understanding of standards
Peer-to-Peer Observations
Lack of common formative / summative assessments
Loose alignment of formative / summative assessments
Milestones EOC Assessments Scores
Teacher Feedback

Root Causes:

Lack of awareness that instruction on the same grade standards varies across multiple classrooms.

No common, formal process established for deconstructing standards, building learning progressions, or developing learning targets

Teachers from a broad range of instructional training

Action Steps	Evidence of Action Step Success	Resources Needed	Who is Responsible	Timeline
PD focused on Learning Targets and Success Criteria. Facilitate teachers' taking ownership of these in their instruction	Teachers attend trainings Grade Level Planning Sessions will document the process. Teachers using verbiage of learning targets and success criteria in their lessons.	Valid and reliable model for deconstructing standards Support Specialists from the District Level	Teachers, admin, coach	Year long
Provide strategies to increase teacher professional knowledge regarding reading instruction:	Discussions across Focused Leadership Team regarding implementation of effective instructional strategies	Dr. Courtney Bean	Teachers, Students, Admin	multi-year
Align instructional pacing with the FCS pacing guides across all of the content areas.	Teachers use the resource in their grade level planning sessions. The webpage for the content area standards, pacing guide, and priority standards, will be posted for ready access to teachers.	Content Specialists Focused Leadership Groups ITS	Teachers, Admin, ITS	year-long
Build quality and quantity of varied genres and reading levels	Students keep record of the genres they read Media Center Audit from Spring of 2021 ARC conference data aligned to	Books in print and/or electronic format	Principal, Media Center Staff	

Section 2

Culture / Climate SMART Goal #2

During the 2021-2022 school year, 100% of KME staff will exemplify the characteristics outlined in the FCS Learner Profile and the KME tenet of "We Are Family" with colleagues, students, and parents in order to facilitate civility and respect differences in others.

Evidence of Academic Need (Multiple Data Points):				
Changing community demographics Student conversations about their own diversity Awareness Wellness Coach Observations & Feedback				
Root Causes:				
KME has not implemented a program with fidelity intended to build strong connections between students and staff.				
Action Steps	Evidence of Action Step Success	Resources Needed	Who is Responsible	Timeline
Provide PD and monitor implementation in classrooms	Use of CASEL Standards and Competencies in all classrooms. Printed Copies in each classroom,	Posters, KME Tennants, Leadership Team planning sessions, Counselor collaboration with LT	Admin, Counselors, Leadership Team, Teachers	Multi-Year
Foster a sense of resilience in staff and students	Sending key staff members to mindfulness training (Sources of Strength) Class Meetings held K-5	Sources of Strength Program Training Ongoing reminders of the Class Meeting structure	Counselors, Teachers, Admin	Multi-Year
Provide PD for Teachers/Parents	Articles in PTO Communication, Highlighted as components within Instructional Planning			Multi-Year
Leadership Opportunities for Teachers/Students	Documentation of the the Student Recognition	Common framework for reflection	Teachers, Admin	Multi-year
Colts Who Care Cards to Students	Rosters of: KME Ambassadors, Safety Patrol members,	Scheduled time to meet with PTO and	Students, Counselors,	

Helping Hands 10 year anniversary committees	Data Collection of Food Items collected Monthly Theme Reflection and alignment to the Inspire Leadership Group of the West Community,	representatives from Helping Hands	Teachers	
---	--	------------------------------------	----------	--

Section 4

2020-21 School Improvement Plan Reflection

Please provide a short reflection summary for each goal listed below. (Did you meet your goals? Why or why not? What were your strengths / weaknesses? Were your action steps impactful? If not, why?)

SMART Goal #1

Kelly Mill will improve the literacy rich learning environment with fidelity by December 2021 by developing a multi-year literacy plan, increasing the school wide leveled library, and ensuring all classes have classroom libraries that have a large quantity (300-600 according to Fountas and Pinnell research) of books, high quality authentic literature, and variety (genres, themes, across multiple grade levels).

This goal is ongoing. We have made great strides in the increase in books purchased for circulation, increase the number of teachers who read aloud daily to their students. We have run circulation reports which show an increase in the number of books checked out, students are provided time daily to read independently. Observations and conference data indicate that students are reading more and increasing their vocabulary in both spoken and written forms. We provide each staff member with coupons to use at the annual Scholastic Book Fairs, use the Birthday Book Club in the Media Center, receive support from PTO for purchase of books in the Leveled Library, Professional Books for Teachers, etc.

This goal is a work in progress. We found that as we navigated through the pandemic, we were not able to implement all of the pre-planned PD sessions regarding literacy instruction. However, we continue to have ARC training, teachers sharing about their read alouds, encouraging the Principal's favorite books on the morning news to encourage students to read. Parts of the goal will continue this year as we implement ARC in the upper grades and aligning our work to the district's instructional framework.

SMART Goal #2

Empower staff and students to recognize and address SEL needs.

During the 2020-21 school year we were able to make great strides in our SEL and DEI work with teachers. Counselors published lesson templates and created videos. We were able to leverage classroom read alouds and classroom meetings to have an SEL and DEI focus. We have lots of evidence that shows we modeled being Colts Who Care by modeling for other schools and to our own staff each month. We also invited team members from the district support staff to give feedback on our plan.

