

Turkey Hill Elementary School
2022-2024 Continuous School Improvement Plan

<u>Instructional Leadership Team Members</u>	<u>School Advisory Council Members</u>
Mike Smith - grade 5 Charlotte Guinto - grade 4 Kristen Stillings - grade 3 Julie Ferdella - special areas Kathleen Lantiegne - mental health staff	Carla Squier, principal John Palumbo, assistant principal Julie Ferdella, teacher Rhonda Connery, teacher Quinn Cavaco, teacher Brian Lehtinen, School Committee (2022-2023) Laura Brzozoski, School Committee (2023-2024) Gretchen Moscon, parent Alex Lind, parent (2022-2023) Matthew Brenner, parent Meryeme Benharoune, parent

District Strategic Objective	Transforming Teaching and Learning
Educator Evaluation Link	Standard I: Curriculum, Planning, and Assessment

Key Data Findings

Our iReady data, taken from initial reading assessments in September and end of year May assessments to establish growth, indicates the following:

Grade	early on through mid or above grade level - September	early on through mid or above grade level - May	one grade level below - September	one grade level below - May	two or more grade levels below - September	two or more grade levels below - May	Target	Outcome
3 (109 students)	56%	84%	22%	8%	22%	8%	68	+16
4 (136 students)	42%	61%	41%	29%	18%	11%	61	met
5 (107 students)	37%	58%	35%	28%	28%	14%	58	met

Building Strategic Goal #1

To ensure all students can demonstrate significant growth in reading working towards or exceeding grade level in order to successfully access all content area curriculum. Our district goal is for 80% of students to be at or above grade level in two years.

**Implementation Plan
Building Strategic Goal #1**

Strategic Priority	Key Action	Champion	Timeline	Progress Toward Completion
Provide daily standards-aligned lessons and adequate time to read and write at grade level and independent levels	Strengthen implementation of new HMH curriculum by providing monthly professional development	<ul style="list-style-type: none"> • Literacy Specialist • Curriculum Director 	2022-2024	-10/25 iReady reading training
	Strengthen implementation of new HMH curriculum by providing coaching meetings once every six days	<ul style="list-style-type: none"> • Administrator • Literacy Coach • Teachers 		-meetings began 9/6/22 - meetings began the first day of school during the 23-24 school year
	Create master schedule that prioritizes 75-80 minute reading blocks in the morning across the grade levels	<ul style="list-style-type: none"> • Administrators • Literacy Specialist • Curriculum Director • Interventionist 	Summer 2022	completed, continued with core blocks for the 23/24 school year
	Consistently provide 45 minutes weekly for students to use iReady my path to complete individualized lessons	<ul style="list-style-type: none"> • Teachers 		completed, continued with intervention block for all grade levels
	Structure intervention time to include opportunities to work with small groups	<ul style="list-style-type: none"> • Teachers • Math Specialist • Interventionists 		9/27 iReady training

	Create a schedule for the interventionist and tutors to support students both in class and out with small group work on their areas of concern	<ul style="list-style-type: none"> Interventionist tutors administrators 	September 2022	completed
Measure the effectiveness of instruction to make adjustments to practice	Schedule module formative and summative assessments	<ul style="list-style-type: none"> Literacy Coach Teachers 		ongoing -over the summer of 2023 staff worked on module assessments
	Schedule iReady fall, mid-winter and spring assessments	<ul style="list-style-type: none"> Curriculum Director 		22/23-Fall and winter assessment complete; spring complete week of may 29, 2023 23/24- fall assessments complete, scheduling winter and spring assessments
	Provide frequent timely feedback to educators via classroom visits and “sweeps”	<ul style="list-style-type: none"> Administrators Literacy Specialist Curriculum Director 		ongoing daily classroom walkthroughs for 23/24 school year
Engage parents in student growth	provide parents with diagnostic reports from iReady three times yearly	<ul style="list-style-type: none"> Administrator 	Sept/Oct	October 2022 January 2023 June 2023 October 2023 January 2024 June 2024
	Provide results of formative and summative assessments for each module	<ul style="list-style-type: none"> Teacher 		ongoing
	Provide home school communication letters	<ul style="list-style-type: none"> Literacy Coach Administrator 	September for first module	ongoing throughout the 23/24 school year

Building Strategic Goal #2

To ensure all students can demonstrate significant growth in math working towards or exceeding grade level in order to successfully access all content area curriculum. Our district goal is for 80% of students to be at or above grade level in two years.

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**Implementation Plan
Building Strategic Goal #2**

Strategic Priority	Key Action	Champion	Timeline	Progress Toward Completion
Provide daily standards-aligned lessons and adequate time to read and write at grade level and independent levels	Strengthen implementation of new HMH curriculum by providing monthly professional development	<ul style="list-style-type: none"> • Math Specialist • Curriculum Director 	2022-2024	10/20 iReady math training
	Strengthen implementation of new HMH curriculum by providing coaching meetings once every six days	<ul style="list-style-type: none"> • Administrator • Math Coach • Teachers 		meetings began 9/6/22 meetings began first day of school for 23/24 school year
	Create master schedule that prioritizes 75-80 minute math blocks in the morning across the grade levels	<ul style="list-style-type: none"> • Administrators • Math Specialist • Curriculum Director • Interventionist 	Summer 2022	Completed
	Consistently provide 45 minutes weekly for students to use iReady my path to complete individualized lessons	<ul style="list-style-type: none"> • Teachers 		ongoing, used intervention block
	Structure intervention time to include opportunities to work with small groups	<ul style="list-style-type: none"> • Teachers • Math Specialist • Interventionists 		9/27 iReady training
	Create a schedule for the interventionist and tutors to support students both in class and out with small group work	<ul style="list-style-type: none"> • Interventionist • tutors • administrators 	September 2022	Completed

	on their areas of concern			
Measure the effectiveness of instruction to make adjustments to practice	Schedule module formative and summative assessments	<ul style="list-style-type: none"> Literacy Coach Teachers 		completed
	Schedule iReady fall, mid-winter and spring assessments	<ul style="list-style-type: none"> Curriculum Director 	First assessment Sept 2022	ongoing -September 23, fall assessments complete -Winter and Spring assessment scheduled
	Provide frequent timely feedback to educators via classroom visits and “sweeps”	<ul style="list-style-type: none"> Administrators Literacy Specialist Curriculum Director 	Sept-May	ongoing
Engage parents in student growth	provide parents with diagnostic reports from iReady three times yearly	<ul style="list-style-type: none"> Administrator 	Sept/Oct	Ongoing -first reports combining with MCAS scores. October 2022 - October 2023
	Provide results of formative and summative assessments for each module	<ul style="list-style-type: none"> Teacher 		ongoing
	Provide home school communication letters regarding content of each module and ways to support student at home	<ul style="list-style-type: none"> Literacy Coach Administrator Teachers 	September	Letters sent

Educator Evaluation Link	Standard IV: Professional Culture
District Strategic Objective	Cultivating Climate and Culture

Key Data Findings

The National School Climate Center surveyed our students. Here are the results:

In the 21-22 school year, our scores of concern include social media, school connectedness/engagement, sense of social-emotional security and sense of physical security. In the 22/23 school year, our scores of concern are sense of social-emotional security and social media.

Building Strategic Goal #3

To ensure all students are provided a safe school environment to develop both a positive sense of self and connection to their community

Categories	21-22	22-23
Overall	3.89	3.83
Safety rules and norms	4.4	4.4
sense of physical security	3.75	3.5
sense of social emotional security	3.5	3.17
support for learning	4	4
social and civic learning	3.8	3.8
respect for diversity	4.17	4.17
social support/adults	4.14	4.14
social support/ students	4	3.8
school connectedness/engagement	3.71	3.86
physical surroundings	3.83	3.92
social media	3.5	3.33
responses	298	297

**Implementation Plan
Building Strategic Goal #3**

Strategic Priority (cut and paste)	Key Action (cut and paste)	Champion	Timeline	Progress Toward Completion
Engage parents to help students navigate through social media challenges	Offer a parent forum on internet safety for children	<ul style="list-style-type: none"> • SRO • Administration 	September 2022	Completed
	provide lessons on digital citizenship	<ul style="list-style-type: none"> • Library and STEM teachers 	September-May	Completed
Strategic Priority (cut and paste)	Key Action (cut and paste)	Champion	Timeline	Progress Toward Completion
Increase students' sense of connectedness	Provide Girls on the Run Program after school	<ul style="list-style-type: none"> • Administration • Teachers 	September - November March - May	Ongoing 30 girls participating 30 girls participating 23/24- Fall session 22 girls participating, Spring session 24 girls participated
	Facilitate ALL fifth grade students attendance at Nature's Classroom	<ul style="list-style-type: none"> • Administration • Teachers 	September	22/23-All students attending but one (out of town) 23/24- all but 9 students attending this year
	Create band and chorus program for fifth grade	<ul style="list-style-type: none"> • Administration • Superintendent • Teacher 	Sept - June	22/23-Approximately 17 band students and 30 chorus students signed up 23/24- approximately 22 student signed up for band, all students in 3-5 will participate in chorus

				with anticipating of Spring Concert in March 2024
	Upgrade weekly communications with families	<ul style="list-style-type: none"> Administration 	Sept - June	22/23-Purchased newsletter program. Provide weekly communications that include photos, links, and attachments 23/24- using Smore to send weekly newsletters to families
	Attend to issues of diversity and inclusion: pd opportunities, displays, SEL class	<ul style="list-style-type: none"> All Staff 	Sept - June	Started
	Celebrate student success: create goal setting folders, certificates of growth, student of the month acknowledgements	<ul style="list-style-type: none"> All Staff 	Sept - June	Completed and continuing for 23/24 school year
	Create welcoming environment for families: open house, parent conferences, IEP meetings, SAC, Nature's Classroom volunteers, GOTR volunteers, library volunteers, Penny Wars volunteers, Book Fair volunteers	<ul style="list-style-type: none"> Administration SRO Teachers 	Sept - June	Completed, Ongoing for 23/24 school year September - open house, penny wars, GOTR, Nature's classroom and book fair volunteers, field day volunteers -scheduling saferwatch training with SRO and families - Literacy and STEM Night, Music Concerts, Volunteer Opportunities, Read Across America Day, THES turkey trot
Improve students' sense	Provide Tier One SEL classes for all students, Tier two small group	<ul style="list-style-type: none"> Teacher Guidance 	Sept - June	Completed, continuing for 23/24 school year

of social emotional security	classes for guidance, and Tier three 1:1 sessions with social worker	<ul style="list-style-type: none"> • Social Worker 		
	Respond expediently to reports of bullying, teasing, name calling etc	<ul style="list-style-type: none"> • Administration • all staff 	Sept - June	Completed and continued for 23/24 school year
Improve students' sense of physical security	Refine afternoon dismissal process to create safe routines and protocols	<ul style="list-style-type: none"> • Administration • All Staff 	Sept - June	Completed and continue to implement for 23/24 school year (looked at arrival this year)
	Reassess and maximize supervising staff in cafeteria and recess yard	<ul style="list-style-type: none"> • Administration • All Staff 	June 2023-June 2024	23/24 looking at recess and lunchroom staffing and keeping data to reassess number of staff needed for safety
	Respond expediently and consistently to bus issues	<ul style="list-style-type: none"> • Administration 	Sept - June	Completed, continuing for 23/23 school year