

School Improvement Plan---SMART Goal

SCHOOL: Elementary Goal #1

TEAM NAME: Susan Balboni, Karen Ghilani, Jordan Hoffman, Aidan McCann, Stefani Wasik, MaryBeth Kinkead

*We linked to the following District Goal(s): **Teaching, Learning and Assessment:***

Excel in academic achievement, and Profile of a Natick Graduate competencies for all groups and sub groups of students

PRACTICE AND PROCEDURES:

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Our Reality: Elementary teachers along with Literacy Specialists, implement assessments throughout the course of the year to assess where students are, where they are going and what they need in order to be successful. Given our current model of hybrid and remote, and the limited time we have with students in the classroom, we need to determine the most effective and comprehensive assessments and a learning model that allows for the greatest data and allows us to plan effectively for intervention Goal: During the 2020/21 school year, the elementary schools will develop and implement a consistent assessment plan across all learning models to provide baseline data and growth data in literacy and math that ensures students are moving forward with their learning based on their needs and progress towards goals.	In collaboration with teachers, Principals and Literacy Specialists will use AIMSweb and Renaissance assessments with all students in all learning models to gather baseline data	Principals, Asst. Principals, Teachers, Literacy Specialists	SY 20-21	Student performance data, anecdotal observations, teacher evaluation data, Calkins based assessment data meeting notes, student learning goals, refined lesson plans, assessment protocols
	Administer baseline assessments in literacy, from our Lucy Calkins assessments and math benchmark assessments	Principals, Asst. Principals, Teachers, Literacy Specialists	SY 20-21	
	Use the data from the assessments above to determine next steps in learning, i.e. small group instruction, intervention from an interventionist/literacy specialist, and/or referral to RTI	Administrators, Teachers, Literacy Specialists		Data collection from assessments
	Develop goals and action plans for students who are in need of additional intervention and support	Administrators, Child support teams, Teachers, Literacy Specialists	SY 20-21	Intervention spreadsheets, RTI documentation
	Collect progress monitoring data on regular intervals using the assessment platform, i.e. AIMSweb or Renaissance to ensure students are making effective progress, as well as student performance in Reader's Workshop, Writer's Workshop and Math Workshop	Administrators, Literacy Specialists, PLC teams	SY 20-21	RtI Goal documentation
		Principal Asst. Principal	SY 20-21	Student performance data, curriculum guides, formative and summative assessment tools, conferencing notes, AiMsweb+, Renaissance and MCAS

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	AIMSweb/ Renaissance assessments will be administered in January and June. This data will be compared to measure growth in both literacy and math.	Principals, Asst. Principals, Teachers, Literacy Specialists	SY 20-21	
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--continue to use our RTI system to ensure that student needs are identified and teachers are helped to see effective ways to meet those needs

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SCHOOL: Elementary Goal #2

TEAM NAME: Susan Balboni, Karen Ghilani, Jordan Hoffman, Aidan McCann, Stefani Wasik, MaryBeth Kinkead

*I/We linked to the following District Goal(s): **Teaching and Learning while Nurturing Connections:***

Greater develop our Diversity, Equity, and Inclusion (DEI) practices through effective teaching practices

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Our Reality: Relationships matter in the Natick Public Schools. We have always used tools to teach strategies and support building effective citizens. In the current climate, we recognize that we need to do more to meet the needs of our students and our community. Goal: During the 20-21 school year, faculty and staff will increase their understanding of culturally proficient teaching practices and its connection to the Profile of a Natick Graduate. This will be assessed through teacher reflection and formal and informally thought observation of culturally proficient practices.	Continue to refine each school community's shared vision and plan for promoting, enhancing and sustaining a positive school climate across all learning platforms. (On-going)	Building Principals, Assistant Principals, Student services teams, school councils	SY 20-21	Building based map of SEL resources; Building based vertical alignment of current practices K-4
	Survey staff to determine baseline understanding of equity practices in their teaching.	Building Principals, Assistant Principals,	SY 20-21	Meeting notes, PD with staff
	Elementary principals will participate in a series of trainings by Kalise Warnum, from KW Consulting around diversity, equity and microaggressions.	All elementary staff	SY 20-21	Teacher created documents Posting of key terms within the school building
	Elementary staff will participate in an initial training by Kalise Warnum, from KW Consulting around diversity, equity and microaggressions.	Building Principals, Assistant Principals, Student services teams, Literacy Specialists, library paras	SY 20-21	A library refresh of titles for read aloud that address issues and challenges that our students face.
	Procure additional titles of read alouds that address issues and challenges that our students face. These titles will allow all students to see themselves in some of the books and support the competencies of the POG.(On-going)	Building Principals, Assistant Principals,	SY 20-21	Release day professional development agendas;
	Build capacity in staff to develop connections with students that foster inclusion and equity	Building Principals, Assistant Principals,	SY 20-21	Notes, resources to share from class;

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	and enhance engagement in teaching, learning and school-wide activities. Elementary principals will participate in webinars on diversity, such as Culturally Responsive Teaching and the Brain by Zaretta Hammond .			
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*National School Climate Council (September, 2007) [National School Climate Standards Benchmarks to promote effective teaching, learning and comprehensive school improvement](#). Retrieved from www.schoolclimate.org

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SCHOOL: Elementary Goal #3

TEAM NAME: Susan Balboni, Karen Ghilani, Jordan Hoffman, Aidan McCann, Stefani Wasik, MaryBeth Kinkead

*We linked to the following District Goal(s): **Teaching, Learning and Assessment:***

Excel in academic achievement, and Profile of a Natick Graduate competencies for all groups and sub groups of students

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Our Reality: Our current school environment and processes have significantly changed due to the COVID crisis. As a result we are in need of specific guidelines, procedures and clear safety structures to provide our staff and students with the safest environment so we can continue to provide our community with the high level of educational experience Natick Public Schools is known for. Goal: During the 20-21 school year, each elementary setting will recreate systems and structures that promote safety (physical, social, and emotional) and consistency for all students, staff and families.	Develop a handbook for re-opening at both the district and school levels to communicate expectations and procedures to families and the community.	Principals, Asst. Principals	SY 20-21	Handbook is shared and followed
	Develop a communication system for staff to be able to refresh themselves on the procedures and expectations regularly.	Principals, Asst. Principals, PLCs, Teachers	SY 20-21	Document that outlines expectations for staff and students Staff Meeting Agendas
	Principals will meet regularly with Dr. Nolin to ensure that we have the most up to date information that we can then share with our staff	Principals, Asst. Principals, school councils	SY 20-21	Weekly Meeting Notes
	Adjust practices to support students and staff if the current school platforms requires change during the school year.	Principals, Asst. Principals, School Councils	SY 20-21	Updates/Amendments to handbooks as required.
	Attend/Review workshops to support best practices in communicating clearly, supporting parents and students during this school year.	Principals	SY 20-21	Webinar notes, adjustments to practice, LearnLaunch site for Administrators