

**Morton Elementary Site Plan
Plans Approved
March 23, 2023**

Mission Statement

J. Sterling Morton Elementary School is an inclusive and diverse community that guarantees all students exemplify the academic skills and character traits necessary for personal excellence and responsible citizenship through high-quality, engaging experiences in a safe and nurturing environment.

Objectives

- All students will meet and/or exceed district and state standards.
- The achievement gap between student groups will decrease annually.
- The district's overall performance on district, state, and national assessments will increase annually.
- Individual student growth on district, state, and national assessments will increase annually and exceed national targets.
- The percentage of students participating in and performing at high levels on measures of national and/or international educational excellence will increase annually.
- All students will exemplify the positive behaviors necessary for personal excellence, character development, and responsible citizenship.

Strategies

1. We will increase the number of students meeting academic growth goals by focusing on best instructional practices to meet specific student needs.
2. We will examine and enhance the systems of support to meet the growing social and emotional needs of students and staff.
3. We will maximize our partnerships with families and community in order to enhance our positive culture and sense of school pride.

Implementation Schedule Language:

Research, Begin Implementation, Active Implementation, Operational, Abandoned
(Leave blank for not started yet.)

Strategy 1: We will increase the number of students meeting academic growth goals by focusing on best instructional practices to meet specific student needs.

Specific Result	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Increase academic achievement and growth through best practices for planning and instruction.	Active Implementation	Active Implementation			
Refine and expand opportunities for student recognition in academic growth and achievement.	Research	Active Implementation			
Maximize the master schedule for collaboration, intervention, extension, and flexible small group opportunities.	Active Implementation	Active Implementation			

Strategy 2: We will examine and enhance the systems of support to meet the growing social and emotional needs of students and staff.

Specific Result	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Develop a schoolwide continuum for teaching social and emotional skills.	Research	Active Implementation			
Evaluate and refine the Morton school-wide behavior system.	Active Implementation	Active Implementation			
Implement opportunities to improve staff mental well-being.					

Strategy 3: We will maximize our partnerships with families and community in order to enhance our positive culture and sense of school pride.

Specific Result	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Increase student engagement by enhancing our culture of belonging.		Begin Implementation			
Revitalize our staff culture by fostering a close-knit community resulting in school pride.	Begin Implementation	Active Implementation			
Leverage business and community partnerships to enhance the Morton educational experience.	Active Implementation	Active Implementation			
Engage families in creative and innovative experiences to promote school pride.	Active Implementation	Active Implementation			

ACTION PLAN

Strategy Number: 1

Plan Number: 1.1

Date: 3/23/2023



Strategy: We will increase the number of students meeting academic growth goals by focusing on best instructional practices to meet specific student needs.

Specific Result: Increase academic achievement and growth through best practices for planning and instruction.

ACTION STEP

1. Align standards with short, medium, and long-cycle assessments to measure student progress toward standards.
2. Collaborate in grade level teams with support staff to backwards plan instruction aligned to standards and assessments.
3. Utilize data to identify gaps in student achievement and plan responsive instruction.
 - Examine individual student data and student groups
4. Explore and implement supplemental programs for identified areas of need. Steps may include but are not limited to:
 - Create a focus group for each identified area
 - Contact other schools to see what programs they implement
 - Consult with Millard Elementary Education Curriculum Department
 - Pilot selected programs with a select number of teachers and interventionists
 - Utilize pilot teachers for ongoing professional learning
 - Implement selected programs at Tier 1 and Tier 2 as needed
5. Refine and enhance criteria for Math Intervention services at Tier 2.
6. Optimize professional learning time to include opportunities for standards-based vertical planning and school-wide instructional expectations.
7. Evaluate on an annual basis utilizing student data to identify focus areas.

ACTION PLAN

Strategy Number: 1

Plan Number: 1.2

Date: 3/23/2023



Strategy: We will increase the number of students meeting academic growth goals by focusing on best instructional practices to meet specific student needs.

Specific Result: Refine and expand opportunities for student recognition in academic growth and achievement.

ACTION STEP

1. Review and research current student recognition practices for academics at the classroom and building level.
 - Gather teacher ideas to determine current practices
 - Contact other schools to gain ideas on how to recognize students
2. Identify opportunities for academic student recognition at the classroom and building level including, but not limited to:
 - MAP Achievement Scores
 - MAP Growth
 - Report Card Grades
 - Attendance
3. Determine the frequency and type of recognition at the classroom and building level, including but not limited to:
 - Lunch with the teacher
 - Academic Assemblies (K-2, 3-5)
 - Award Certificates
 - Teacher Narrative
 - Minimum twice a year
 - Partners for Education prize donations (e.g. Croker Group)
4. Develop a system to recognize student academic growth and achievement on a regular basis.
5. Evaluate on an annual basis.

ACTION PLAN

Strategy Number: 1

Plan Number: 1.3

Date: 3/23/2023



Strategy: We will increase the number of students meeting academic growth goals by focusing on best instructional practices to meet specific student needs.

Specific Result: Maximize the master schedule for collaboration, intervention, extension, and flexible small group opportunities.

ACTION STEP

1. Review current master schedule, including but not limited to:
 - Maverick Time
 - Math Instruction Time
 - Literacy Instruction Time
 - Specials Rotations
 - Intervention Time
 - Lunch/Recess Schedule
 - Duties for specialists
2. Gather input from staff members.
 - Lunch/Recess Time
 - Specials Time (e.g. band, orchestra, etc)
 - Math Instruction Time
 - Literacy Instruction Time
 - Recommended time allocations
 - Before/After School Duties
3. Contact other buildings to review their master schedules and their processes for creating the master schedule.
4. Create a team (including the principal, teachers, counselor, support staff, and paraprofessionals) to develop the yearly master schedule.
5. Present master schedule to staff for feedback.
 - Is it efficient with time and human resources?
 - Is it maximizing human resources?
 - Does it increase collaboration among teams?
 - Are there any major factors that aren't addressed in the proposed master schedule?
6. Address the issues presented and make adjustments if needed in order to finalize the master schedule.
7. Implement master schedule.
8. Evaluate this plan on an annual basis.

ACTION PLAN

Strategy Number: 2

Plan Number: 2.1

Date: 3/23/2023



Strategy: We will examine and enhance the systems of support to meet the growing social and emotional needs of students and staff.

Specific Result: Develop a schoolwide continuum for teaching social and emotional skills.

ACTION STEP

1. Develop a team of teachers to teach and support Responsive Classroom practices for staff.
2. Provide observation opportunities for teachers in Responsive Classroom practices.
 - Create a structure to guide observation and provide feedback (e.g. observation quarterly templates)
3. Identify the social and emotional skills targeted for each grade level in addition to those already identified by Millard Public School curriculum.
4. Create a year long social and emotional learning plan to include monthly focus topics and lessons.
 - Connect morning announcements to topics
 - Connect newsletter messages to topics
 - Connect monthly topics to counseling lessons
 - Connect Mighty Mavericks assemblies to topics
5. Establish an organized online and print resource library for Morton staff.
 - Share out monthly information for staff
 - Create a shared Google folder
 - Utilize Harmony, Zones of Regulation, and other curriculum to support Responsive Classroom
6. Develop and provide intentional professional learning opportunities regularly emphasizing Responsive Classroom practices.
 - Certificated Staff
 - Classified Staff
7. Evaluate the implementation of the school-wide continuum to ensure consistency and effectiveness. May include, but not limited to:
 - Self-evaluation on Google Form
 - Responsive classroom team analyzes data to find school strengths and areas of improvement
 - Schoolwide check-in to go over results and plan next steps (e.g. staff development or PLC)
8. Evaluate the plan annually using a variety of student data.

ACTION PLAN

Strategy Number: 2

Plan Number: 2.2

Date: 3/23/2023



Strategy: We will examine and enhance the systems of support to meet the growing social and emotional needs of students and staff.

Specific Result: Evaluate and refine the Morton school-wide behavior system.

ACTION STEP

1. Identify the factors impacting student behavior (family changes, trauma, social skills, relationships, self-regulation).
2. Collaborate with experts within the district and community to provide professional learning for staff on the identified factors; and in turn, support the social, emotional, and behavioral needs of our students.
3. Explore the district behavior tool kit and evaluate the need for additional resources.
4. Create a tool box of lessons and activities for teachers and support staff. This may include, but not limited to (see plan 2.1):
 - Growth Mindset
 - Responsive Classroom
 - Character Counts
 - Behavioral Support Strategies
 - Self Regulation/Zones of Regulation
 - Tier 2 and Tier 3 Supports
 - Flow charts
5. Develop a professional learning plan to proactively implement school wide behavior strategies.
 - Provide professional learning opportunities to support research based and systematic practices regarding de-escalation. Including, but not limited to:
 - Identifying antecedents
 - Self regulation
 - Develop building systems explanations for new classified and certified staff
6. Ensure students are receiving the support they need through appropriate behavioral interventions.
 - Ensure students are provided supports systematically through Tier 1, 2 & 3
 - Manage those students with multiple needs
 - Utilize data collection to identify needs and effectiveness of supports
7. Evaluate the plan annually using a variety of data.

ACTION PLAN

Strategy Number: 2

Plan Number: 2.3

Date: 3/23/2023



Strategy: We will examine and enhance the systems of support to meet the growing social and emotional needs of students and staff.

Specific Result: Implement opportunities to improve staff mental well-being.

ACTION STEP

1. Identify a Staff Mental Well-Being Team.
2. Consult the Department of Assessment, Research and Evaluation regarding creating a survey to identify staff well-being needs.
3. Using the building staff engagement survey results and the staff well-being survey results, identify potential professional learning and staff support opportunities.
4. Identify experts within the district and community to provide staff mental well-being training.
5. Identify existing supports for staff mental well-being.
6. Create and implement the plan for offering support opportunities to staff.
7. Evaluate the plan annually.

ACTION PLAN

Strategy Number: 3

Plan Number: 3.1

Date: 3/23/2023



Strategy: We will maximize our partnerships with families and community in order to enhance our positive culture and sense of school pride.

Specific Result: Increase student engagement by enhancing our culture of belonging.

ACTION STEP

1. Evaluate and expand opportunities for all students to be involved and included in extracurriculars. Examples may include, but are not limited to:
 - Snack Cart or Cabinet (ACP & Student Council work together to offer and deliver snacks to teachers throughout the school day or monthly to work on social skills for ACP students)
 - Unified Sports Club
2. Explore and create opportunities for students from multicultural backgrounds to be celebrated and seen. Examples may include, but are not limited to:
 - Multicultural Club (book club)
 - Monthly multicultural spotlight: bulletins, activities, read-alouds, videos
 - Multicultural night
 - Multicultural Music Monday (play over intercom)
 - Language Buddies (EL students teach others about their language)
3. Determine and implement community building activities which are the best fit for our school community. Examples may include, but are not limited to:
 - One School One Book
 - Kindness Retreat (Youth Frontiers, Education Academy)
 - Cross Grade Level Student Activities (e.g. Team Time with 2 staff members per room)
4. Incorporate communication about opportunities to be involved in existing tools.
5. Explore opportunities to expand peer model involvement in Alternate Curriculum Program (ACP) programming (e.g. P.E.).
6. Evaluate the plan annually.

ACTION PLAN

Strategy Number: 3

Plan Number: 3.2

Date: 3/23/2023



Strategy: We will maximize our partnerships with families and community in order to enhance our positive culture and sense of school pride.

Specific Result: Revitalize our staff culture by fostering a close-knit community resulting in school pride.

ACTION STEP

1. Determine and implement topics for staff to grow in getting to know each other as colleagues and individuals. Examples may include but are not limited to:
 - Start staff meetings with a focus question (e.g. How are you engaging students in the classroom?), or a rose and a thorn (something that is going well and something that you may be struggling with)
 - Provide teachers opportunities to share on topics in which they are passionate (see plan 2.1)
 - Explore ways to include both certificated and classified staff in activities
 - Determine the possibility of implementing a team-based service project
2. Continue to determine and implement ideas to give staff members the opportunity to grow as a close-knit community through social activities. Examples may include but are not limited to:
 - Switch teachers day: during one of the last weeks of school, teachers will switch classes for the day
 - Marshmallow wars
 - Continue staff potlucks and gatherings
 - Continue theme days/weeks
 - Planned staff walks
3. Continue to refine the role and responsibilities of the social committee.
 - Seek input annually on staff interests and availability
 - Recruit one staff member from each grade level annually
4. Determine and implement sustainable ways for staff members to learn about and recognize individual qualities and strengths. Examples may include but are not limited to:
 - Staff spotlight in lounge
 - Spotlight celebrations at staff meetings, assemblies, newsletter, etc.
 - Compliment and/or thank each other
 - Weekly or monthly "Guess the Staff Member" activity
5. Evaluate the plan annually.

ACTION PLAN

Strategy Number: 3

Plan Number: 3.3

Date: 3/23/2023



Strategy: We will maximize our partnerships with families and community in order to enhance our positive culture and sense of school pride.

Specific Result: Leverage business and community partnerships to enhance the Morton educational experience.

ACTION STEP

1. Review Morton's Partners for Education partnerships to best align expertise, skills, and resources to enrich curriculum and enhance learning experiences for students.
 - Create and review a list of additional partnerships outside of the established Partners for Education annually
2. Create a landing page for Morton staff to easily access partnership information.
 - Create a list of supplemental activities staff can look to for ideas
 - Create an enrichment calendar by grade level to establish a scope and sequence of educational experiences that enhance the student experience
3. Review curriculum course guides to connect grade level needs to potential partnerships.
4. Explore character building organizations to review available programming (e.g. Youth Frontiers).
5. Contact high schools to develop a shared partnership with student volunteer organizations.
6. Plan and pursue Nebraska Arts Council funding for an artist in residence.
7. Evaluate the plan annually.

ACTION PLAN

Strategy Number: 3

Plan Number: 3.4

Date: 3/23/2023



Strategy: We will maximize our partnerships with families and community in order to enhance our positive culture and sense of school pride.

Specific Result: Engage families in creative and innovative experiences to promote school pride.

ACTION STEP

1. Partner with Parent Teacher Association (PTA) to strengthen and foster family and community partnerships.
 - Explore a system to encourage teacher involvement at PTA meetings
 - Create engaging community events including but not limited to:
 - family movie night
 - bake sale, fundraisers (lollipop sales, lemonade stands, etc.)
 - art lessons on Wednesdays
 - community activities fair during Open House
 - Communicate event schedules for staff members to promote engagement and attendance
 - Ask for PTA to share their meeting agendas with school personnel
 - Share information about community activities in school-wide and teacher communications
 - Determine how to represent a variety of cultures through yearly events
2. Gather parent input on their interests regarding events to volunteer for and/or attend.
 - Access and analyze engagement survey and other input results to compare and contrast the perspectives of our parents
 - Formulate questions to ask for parent input to see their opinions on how they can best serve our students and school as volunteers
 - Get parent input on valuable school experiences to enrich their students' elementary experience
3. Maximize the use of volunteers by creating a structured volunteer process with a list of ways for them to get involved.
 - Create a volunteer system to be on a designated volunteer list
 - Explore additional opportunities for volunteers throughout the school
 - Draft expectations to share with volunteers prior to the first volunteer opportunity
4. Evaluate the plan annually.