

Alice V. Hedden Elementary

2011-2012 SCHOOL IMPROVEMENT PLAN



Mission Statement

The Alice V. Hedden Elementary community:

***D**edicates itself to educational excellence*

***R**eflects to improve learning*

***E**ngages in meaningful work*

***A**ccepts and respects everyone*

***M**akes a difference together*

***S**upports all in a safe environment*

CELEBRATION OF SUCCESSES

Alice V. Hedden Elementary School Improvement Plan 2010-2011

Specific School Goal #1: Increase student achievement for all our constituents.

Impact statement:

- 69 % of fifth graders passed the Science MSP
- 6 of the 8 fourth grade students who regularly attended Early Bird Reading passed the Reading MSP.
- 8 of the 11 fifth grade students who attended Early Bird Reading passed the Reading MSP.
- 3 of the 4 fourth grade students who regularly attended Early Morning Math passed the Math MSP.
- 14 of the 16 fifth grade students who attended Early Morning Math passed the Math MSP.
- 4 of 10 ELL students who attended Early Bird Reading passed the Reading MSP.
- 7 of 10 ELL students who attended Early Bird Reading Made AMAO on WLPT-2
- 7 of 23 fourth grade students moved from level 2 to level 3 on Reading MSP.
- 18 of 57 fourth grade students moved from levels 2/3 to level 4 on the Reading MSP.
- Adopted new Math curriculum
- Implemented Math Edperformance testing in grades 3, 4, 5.
- Collaborated with SLMS science teachers re: new Science standards and science assessments.
- Implemented RMP math strategies into our instructional repertoire.

- Great participation in the District Science Fair including the 2nd and 5th grade collaborative efforts on Motion and Design demonstrations.

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Specific School Goal #2: Develop building communication and collaboration system that is comprised of clear and compelling standards for student success.

- Developed a WOW page for our school website highlighting student work.
- Hedden Design team worked to move our work forward by designing meaningful in-service for teachers on our SB days.
- Cultural Competency training for all staff and parents with Melia LaCour and the Office of the Ombudsman
- Developed a list of HTT and DTL concepts across all grade levels and specialty areas.
- 4 teams of Hedden teachers participated in WOW academies to design work around HTT and DTL concepts.
- Implemented Parent Education for ELL and Title families.
- 3 teachers participated in the Teacher Leader Academy.
- All staff who qualified chose the formative option for the evaluation. Their goals were directly linked to the classroom standards.

Data Collection

Alice V. Hedden Elementary

For the

2011-2012 School Improvement Plan

A comprehensive needs assessment was conducted by our staff and Site-based School Improvement Team. The following are the components of our comprehensive needs assessment:

- 2010-2011 test results including DIBELS, CBM, MSP results for grades 3, 4 and 5
- 2011 Fall DIBELS data
- 2011 Early Bird Data
- Classroom assessments
- CBM math assessment results
- WLPT Placement Test – ELL students
- Site-based School Improvement Team input and feedback
- PTA feedback and input
- Teacher input/observations
- Demographic data
- Federal and state mandates and grant compliance
- National research

Needs identified through achievement data:

- Disaggregate data to develop hard to teach and difficult to learn concepts for ELL, special education, and Free/Reduced lunch.
- Continue analysis of math data to determine areas of need and hard to teach concepts.

Needs identified through faculty and administration:

- Teacher collaboration for instruction with a focus on math, reading, and science
- Staff development for the implementation of new technology components.

- Continue staff development on best practices for reading, math, and ELL instruction.
- Continue participation in building and district WOW academies for hard to teach concepts.
- Additional training to include new technologies into the instructional repertoire
- Implementation of Bridges Math curriculum
- Continue conversations around our school progress in becoming a Learning Organization as defined by the Images of Schools matrix.
- Sharing and examination of lesson designs.
- Collaboration with colleagues at the other elementary schools and middle level buildings on content area subjects.
- Continue WOW Design Team at the building level to assist in moving our work forward and deeper.
- Encourage and support staff participation in systems to increase student engagement.
- Participation in Teacher Leader Academy.

GOALS AND ACTION PLAN

<p>SCHOOL STANDARD 2: STUDENT ACHIEVEMENT</p>
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<p>Parents, teachers, the principal, and the board of education as well as others who have a stake in the performing of the schools, are satisfied with the level and type of learning that are occurring.</p>

Specific School Goal #1: Increase student achievement for all our constituents.

Attainment of this goal will be measured by:

- Staff participation in Design and re-design work.
- Students achievement increases in Math based on Edperformance data in Grades 3,4 and 5

- Student success in classroom based assessments linked to our core curriculums in Math and Reading
- Maintain and improve student achievement on MSP tests

1. Curriculum Design and Alignment	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
Disaggregate student data from testing sources	Grade level leaders, teacher teams	9/11-6/12	n/a	quarterly	Identified HTT/DTL concepts
Identify HTT and DTL concepts at each grade level	Grade level leaders and their teams Julia Grubiak		Staff and grade meeting time October 1 st ER	Monthly staff meetings	WOW Academy participation
Write WOW proposals for HTT and DTL concepts	Julia Grubiak Grade level leaders	9/11-6/12		10/11 1/12	New lessons designed, implemented, assessed and redesigned if necessary.
Continue to integrate technology into all areas of the curriculum.	Ladd Wolfe	9/11-6/12	Building staff meetings After school trainings		Students and staff are comfortable with and effectively using technology for learning.
“Techie Tidbits”	Various staff members	10/11-6/12	Regular staff meeting agenda item	Ongoing	Increased use of technology by teachers
2. Math					
Implement new BRIDGES Math curriculum	Julia Grade level/math leaders	9/11-6/12	ER days Grade level and staff meetings	On going	Teachers are using new materials
Provide In-service for new Bridges Math Program for all certificated	Suzanne Shade	8/23-8/24	District Staff development budget	complete	Teachers are using new materials
***Participate in Math RAMP Year 3 (AMAO Plan page 15)	Julia Grubiak	9/11-6/12	RAMP funding	10/11 1/12 3/12	Materials developed and integrated with Bridges

Implementation of Edperformance Math testing in grades 3-5	Classroom teachers	9/11-6/12	Technology time in Lab	quarterly	Teachers using data to inform math instruction
Use Edperformance data to identify HTT/DTL concepts	Julia Grubiak	10/11 – 5/12	Grade level/staff meetings	Ongoing	Teachers using data to inform math instruction
Early Morning Math Program for “Cusp” students	TBD	1/11-4/12	Stipend for math tutors	1/11	Increase in classroom and WA assessment scores
Continued Math training for 2-5 grade teachers	All grade level teachers	1/11-2/12	The Math Getting It Project funds	2/11	All teachers trained
***Math intervention teacher will implement newly adopted Bridges materials	Marie Gibson	9/11-6/12	n/a	On going	Better instruction and collaboration around struggling math students
*** ELD review	Deborah Reece	11/11-11/12	Staff meeting	11/12	Review held. Staff informed
3. Reading					
Implement DIBELS next testing	Suzan Nuzzo and Team	9/11-6/12	District testing cadre	On-going	Teachers using data to inform reading instruction
***Research alternate assessment tools for the measure of student growth in reading	Suzan Nuzzo Arlene Salamone Marlene Ennis Kris Fuls Rich Williams Karen Haug	9/11-5/12	Houghton Mifflin workshop Building Budget	10/11 1/12 3/12	Meeting Minutes Complete Workshop
Use data to establish HTT/DTL concepts	Grade level teams	10/11-12/11	Staff meetings/grade level meetings	1/12 4/12	Newly designed work at WOW academies
Early Bird Reading Program to include ELL students and Special Education students	Suzan Nuzzo Arlene Salamone Deborah Reece	11/11-4/12	Building stipends and volunteer cadre	12/11 5/12	Reading skills increase. Success on the MSP.
Science					

Work on identified hard to teach/hard to learn concepts	Grade level leaders And Science teachers	10/11-6/12	WOW academies Release time and meetings	11/11 3/12	New lesson designs written, implemented and assessed
Participate in District Science and Technology Fair	Grade level teams	TBA	District Science Committee	1/12	Participation in Science Fair

*** = Action items marked with *** are directly linked to the District Title III Improvement Plan

SCHOOL STANDARD 7: A SAFE ENVIRONMENT

Parents, and students feel that the school as well as each classroom is a physically and psychologically safe place: success is expected and failure is understood as a necessary part of learning, there is a mutual respect between and among faculty and students, and the fear of harm or harassment from fellow students and demeaning comments from teachers is negligible.

Specific School Goal #2:

Attainment of this goal will be measured by:

Implementation of BHI Policy and Procedures

Decrease in the number of BHI reports.

Parent involvement in PTA, WATCH Dogs, etc.

Decrease in parent communication regarding “bullying behaviors”.

Actions	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
Implementation of new bullying policies and procedures	Julia	9/11-6/12	Staff meetings/ ER days	monthly	Lowered number bullying behavior referrals
Building wide focus on anti bullying behaviors	Linda Allen	All year	Classroom presentations	quarterly	Lessons taught to all students
Building wide focus on anti bullying behaviors. Anti bullying assemblies	Dannie Brewer/ASB	9/11-6/12	ER days am	quarterly	Student participation in assemblies

for students					
Coordinate anti-bullying curriculum K-5	Elem Building counselors	9/11-11/11	n/a	quarterly	Develop and teach specified BHI lessons K-5
Participate in October Anti Bullying Month	Linda Allen Julia Grubiak	10/11	Building budget	monthly	Bldg. Kick off activities Student pledge Banners and posters Develop binder of resources for next year
***Implement Parent Involvement and Education Plan for Title I and ELL students	Suzan Nuzzo Deborah Reece	9/11-6/12	Time Materials Title I Budget	10/11 1/12 3/12	Meeting minutes Documented meeting dates Parenting plan complete
Research Olweus Program for all three elementary schools	Julia Grubiak Julie Bartlett Kevin Alfano	8/11-10/11	Meeting 9/2011	1/12	Meet with Jennifer McKillip PSED Prepare proposal for Dr. McCammon for possible 2012-2013 implementation
Continue and strengthen peer mediators at recess	Linda Allen Terra Lea Dennis	9/11-6/12	Bldg. budget. Title funds		CRU training for leaders.
Institute luncheons for new students	Linda Allen	10/11-3/12	Bldg. budget as needed	monthly	Student participation
***Continue Multi-cultural Awareness training- Closing the Achievement Gap	Specialists Paras	10/11-6/12	Standard Bearer Day Trainer- Melia LaCour	10/11 1/12 3/12	Workshops completed Information shared with entire staff at staff meetings
***Embed ELL instructional strategies in existing units and lessons	Deborah Reece	10/11-6/12	Staff meeting	10/11 1/12 3/12	Share ideas at staff meeting
***Train in-house GLAD trainers to work with staff	Suzanne Shade Katie Adams Dannie Brewer	6/11-6/12	Title I budget		Opportunities for Dannie and Katie to work in all 6 district building to build their training skills.

***Coordinate efforts with Title I and ELL staff for the operation of the Family room	Deborah Reece	10/11-6/12	Building Resources	10/11 1/12 3/12	Schedule for open hours Log of participation
***Share ELL teaching strategies	Deborah	10/11-6/12	Staff meetings Grade level meetings	12/11 2/12	Additional teaching strategies implemented

*** = Action items marked with *** are directly linked to the District Title III Improvement Plan

SCHOOL STANDARD 3: Patterns of Engagement
 Nearly all classrooms are highly engaged, and when they are not, teachers make every possible effort to redesign the pattern of activity in the classroom so that more students are engaged.

Specific School Goal #3: Increase opportunities to include student voice to heighten student engagement in the classroom

Attainment of this goal will be measured by:

- Teachers and students will characterize the students in the classroom as highly engaged.
- Teachers discuss engagement and elicit student voice when designing lessons.
- When the pattern of engagement differs from that which is expected, teachers will use student voice in the redesign process.

<p>Encourage and support staff participation in systems to increase student engagement.</p> <ul style="list-style-type: none"> • Develop list of HTT and DTL concepts • District WOW Academies • Display of Walls that Teach 	<p>Site Based Team</p> <p>Grade level groups</p>	9/11-6/12	<p>WOW Academies</p> <p>Wow Coordinator</p> <p>Teacher Leaders</p>	<p>10/10</p> <p>1/11</p> <p>4/11</p>	<p>Staff Participation</p> <p>Grade Level meeting agendas</p> <p>Staff meeting agendas</p> <p>Use of newly designed work in classrooms</p>
<p>Create a school wide engagement rubric that students can use to regularly report their levels of engagement.</p>	5 th grade	10/11-3/12	<p>Site based and staff meetings</p> <p>Release time</p>	<p>2/12</p> <p>5/12</p>	<p>Student use of engagement rubric</p>
<p>Engagement measure:</p> <ul style="list-style-type: none"> • Locomotive/caboose • Hand signals: thumbs up/down • Write 3 pluses and a wish 	2 nd grade	10/11-3/12	Staff – class time	<p>2/12</p> <p>5/12</p>	<p>Teacher/student use of engagement tools</p>
<p>Formal and informal engagement checks:</p> <ul style="list-style-type: none"> • Student Surveys (survey monkey) • 1/2/3 fingers • Thumbs up/down • Sticky notes • End of unit evaluation 	3 rd grade/	10/11-3/12	Staff – class time	<p>2/12</p> <p>5/12</p>	<p>Teacher/student use of engagement tools</p>
<p>Formal and informal engagement checks:</p> <ul style="list-style-type: none"> • Exit cards – develop a menu 	4 th grade	10/11-3/12	Staff - class time	<p>2/12</p> <p>5/12</p>	<p>Teacher/student use of engagement tools</p>

of ideas to measure engagement and understanding <ul style="list-style-type: none"> • Bulls eye • Glyphs • Ask kids 					
Communicate and collaborate with classroom teachers to provide appropriately leveled instruction for student success	Suzan Nuzzo And reading team	10/11-6/12	Everyone	2/12 5/12	Teachers use of engagement tools

Specific School Goal #4: Develop building communication and collaboration system that is comprised of clear and compelling standards for student success.

Attainment of this goal will be measured by:

Parent participation in school activities.

Parent involvement in PTA, WATCH Dogs, Art Reflection, and other related activities (

Display of student work on Walls That Teach.

Staff participation in Design and re-design work.

A revised Mission statement that reflects the core business of our school and our district.

Actions	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
1. Building Systems for Continuity and Communication					
Cultural Competency training with Melia LaCour	Julia/Site Council	10/11	Retreat 8/10 ER/LID 1/11	12/11 3/12	All staff - Better cultural understanding of needs of our

					diverse populations.
Increase Opportunities for Parent involvement – Team training of staff and parents	Julia and team	11/1/11	Title funds	1/12	Additional strategies and opportunities for parent involvement
Share ELL teaching strategies	Deborah	10/11-6/12	Staff meetings Grade level meetings	12/11 2/12 5/12	Additional teaching strategies implemented
Implement Parent Involvement Plan for Title I students	Suzan Nuzzo Marie Gibson	9//11-6/12	Time Materials Title I budget	11/11 3/12	Meeting minutes Documented meeting dates Plan complete
Implement family involvement parent education for ELL families	Deborah Reece	9/11	Materials Time to develop activities	11/11 3/12	Meeting with parents
Participation in Teacher Leader Academy	Matt Sinnes Rich Williams	9/11	Elaine Smith District	On-going	Supporting teacher leaders Building system capacity
Support individual professional goals as appropriate	Julia Grubiak	9/11-6/12	Building and Title I budget	On-going	Participation u workshop and staff development opportunities
Establish and maintain building celebrations and opportunities for involvement. <ul style="list-style-type: none"> • student achievement • assemblies • Excellent Vocabulary parade • Monthly student awards luncheon 	Julia and staff	9/11-6/12	Monthly	On-going	Student recognition and parent participation
Continue Hedden Design Team <ul style="list-style-type: none"> • Develop agendas for ER days • Work on Standard Bearer 	Design Team	9/11-6/12	Building	10/11 1/12	Meaningful and focused Standard Bearer SD

Continue Standard Bearer information on our school web site	Laurie McGhee	9/11-8/12	Laurie McGhee	ongoing	Postings will be made and updated regularly
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