Horace Mann Elementary School Improvement Plan
2017-2020

EDUCATIONAL GOALS:

GOAL 1: ACADEMIC EXCELLENCE - The Newton Public Schools are actively cultivating a culture of equity and excellence by creating and sustaining curriculum and instructional practices that lead to high-quality learning for each and every student. We build the capacity of our educators to meet challenges and opportunities of teaching and learning in a dynamic and evolving environment.

Objectives
   A. Provide curriculum and instruction that inspires and engages students.
   B. Foster a cycle of continuous instructional improvement through the use of data, collaboration and instructional support.

GOAL 2: EDUCATIONAL EQUITY - Narrow achievement gaps with respect to race, ethnicity and socioeconomic status and increase the achievement of students with special needs.

Objective
   A. Create and build upon promising initiatives to meet the needs of all learners and ensure that all students succeed.

GOAL 3: SOCIAL AND EMOTIONAL LEARNING INCLUDING HEALTH AND WELLNESS - Ensure all students become knowledgeable, responsible, caring and contributing members of society through evidence-based social and emotional learning from preschool through high school.

Objective
   A. Provide broad support for social and emotional learning for all students.

Improvement Strategies/Activities	Objective	Outcomes and Measurements
Create an Equity Leadership Team focused on organizing all of our work create a culturally responsive school. ➢ Meet at least once per month ➢ Create the plan for staff professional development which will center on a choice model in one of the following areas: Curriculum/Content Integration, Equity Pedagogy, Anti-Race/Prejudice, Empowering School Culture ➢ Monitor staff PD and adjust plans as needed. Create a series of culturally responsive lessons, activities, and discussions for all staff aimed at promoting growth and opportunities for reflection. Develop and pilot a series of anti-bias and prejudice reduction lessons. ➢ Grade level pairs (K/1, 2/3, 4/5) will select and adapt lessons that proactively address issues related	Goal 1, 2, and 3	Sessions to share small group PD work. Self reflection regarding small group PD work Feedback from staff on PD model to inform the Equity Leadership Team. Feedback from staff after each activity. Pilot lessons, gather feedback, and publish document by end of 2017- 2018 school year. Library data gathered and published by Patti Karam, library teacher.

to identity, culture, religion, family structure, disability, gender, etc. ➢ Create a cultural proficiency curriculum map. ➢ Create Google Doc version of lessons to be used at the various grade levels. ➢ Expand our classroom and school library to include more titles and books sets that are representative of the diverse identities of the students in our school. ➢ Teach at least one lesson in the fall and one lesson in the spring with students during 2017-2018 school year.		
Implement New Math Curriculum 1. District will provide professional development for staff in a staggered manner K-5. 2. The Math coach will collaborate with PLCs to support teachers and students with implementation of new curriculum in specific grades. 3. Teachers will design a schedule that includes district recommended periods for math and follow the	1A, 1B, 2A	Starting in the 2017-2018 school year and implemented over a 2-3 year period, all students will engage in a developmentally appropriate, engaging, and comprehensive math curriculum K-5 as evidenced through student assessments, engagement and skill development.

recommended structure for math instruction. 4. Teachers will use math assessments (formative and summative) to inform their teaching to meet the needs of each student, reflect on each unit and share best practices during their PLCs. 5. Teachers will conduct peer observations of effective math practices. 6. Students will engage in small group and partner work to improve math understanding and discourse. 7. Parents will receive information and communication about new math curriculum.		
Social Emotional Learning Support children in acquiring the knowledge, attitudes, and skills necessary to recognize and manage their emotions, demonstrate caring and concern for others, establish positive relationships, make responsible decisions, and	Goal 2 and 3	Increased student availability for learning as evidenced by a variety of factors including time on task, school attendance, class participation, student self-assessment, etc. Track student IEP data with regard to aide referrals. Track ESP referral data.

constructively navigate challenging social situations.

➢ Continue to use screening tool to identify students in need of SEL supports.
➢ Evaluate effectiveness of Behavior Interventionist position.
➢ Expand menu of Tier 2 activities, including 1-1, small group, and whole school.
➢ Expand use of SEL support team to address skill deficits in students.

Response To Intervention Review efficacy of current literacy intervention efforts. ➢ Review assessment data and grouping decisions made by teachers. ➢ Analyze progress of students in Reading Recovery and LLI ➢ Review special ed referral process and number of referrals.	Goal 1 and 2	All students will achieve benchmark levels or higher on District Determined Measures in reading and math. Children meet grade level benchmarks in ELA and Math. Review data and performance results from various subgroups

MANAGERIAL GOALS

GOAL 1: SCHOOL FACILITIES - As the long-range planning for improved school facilities continues in the implementation phase, it is critical to continually update the plan including the current needs for preschool and student services educational space both short-term and long-term. This goal includes the implementation of the student assignment plan to reduce overcrowding at some schools and to match the student population to the newer, enlarged schools.

Objectives

    A. Continue to update Teaching and Learning facilities. □

    B. Approve and Implement a plan for student assignment in order to relieve space at □overcrowded schools. □

    C. Implement protocol for elementary school transitions to new facilities. □

GOAL 2: TECHNOLOGY - Promote and support effective use of technology for curriculum and instruction, and ensure reliable and efficient technology infrastructure.

Objectives

    A. Curriculum and Instruction: Promote and support effective use of technology. □

    B. Infrastructure: Ensure reliable and efficient technology infrastructure. □

Improvement Strategies/Activities	Objective	Outcomes and Measurements
We will need to prepare for the impending move to the Carr School building. Details about this process are still at least a year away.	1A, 1B, 1C	

COMMUNITY GOALS

Engage both the parent and non-parent communities through both face-to-face communication and digital means.

Objective

    A. Engage the community through multiple means.

Improvement Strategies/Activities	Objective	Outcomes and Measurements
Expand efforts to reach out to targeted family groups including ELL and Metco ➢ Formation of a staff committee to plan and oversee family communication efforts. ➢ Create content specific morning and evening events, including discussions about race and equity. ➢ Create opportunities for in-school access to progress reports, applications, summer school sign-ups. ➢ Build a family buddy program to foster mentoring opportunities for new families. ➢ Increased efforts to translate school communications into		Use school newsletter, web site, principal coffees, PTO meetings and other school-wide events to engage and inform parents, and strengthen the home-school partnership. Teachers update their classroom websites to provide the most recent information to their families. Parents feel more connected and have a clear understanding of classroom expectations.

multiple languages ➢ Conduct 4-6 Principal Coffees within each school year.		