

Memorial-Spaulding Elementary School

School Improvement Plan

2017-2020

2017-2018 School Council Members

Carla Uzzell	Teacher
Shannon Komow	Teacher
Meltem Birnbaum	Parent
Aytul Farquharson	Parent
Suzanne Jacobs	Parent
Bonnie Croopnick	Community Member
Andrea Youngsman	Assistant Principal/Teacher
Tom Morris	Principal

School Council Meeting Dates

The School Council collaborates on a regular basis to discuss the direction the school takes in regard to reasonable and measurable goals. All meetings are held from 4:30– 5:30 PM in the Principal Office.

Dates: November 20, 2017, December 21, 2017, January 29, 2018, March 5, 2018, April 30, 2018, May 14, 2018

Memorial-Spaulling School Improvement Plan

Engaged - Connected - Independent

2017-2020

Educational Goal 1: Academic Excellence

- Memorial Spaulding school is actively cultivating a culture of equity and excellence by creating and sustaining instructional practices that lead to high quality learning for each and every student. We will build teacher capacity to meet challenges and opportunities of teaching and learning in a dynamic and evolving environment.

Objective	Strategy	Anticipated Outcome
<p>We will provide curriculum and instruction that inspires and engages students.</p>	<p>Dialogic Classroom/Student Lead Conversations/Math Talk</p>	<p>Consistent growth mindset language and academic/accountable student talk. <i>Increased student engagement.</i></p>
	<p>Arts Integrated Curriculum Design, anchored in the Mass. Curriculum Frameworks.</p>	<p>Creation of at least one arts integrated unit of study at each grade level. Stronger achievement in the arts (both art and music), and increased academic achievement. Arts and academic curriculum supporting and informing one another. <i>Increased student engagement.</i></p>
	<p>Mastery Objectives</p>	<p>Student awareness and buy in of learning targets and student ownership of learning - self monitoring of progress toward intended outcomes. Accountability for personal achievement. <i>Increased engagement.</i></p>

	Academic Choice for students	Increased student achievement - through <i>increased engagement</i> (and greater ownership of learned skills). <i>Independence</i>
	Investigations Implementation (K-5)	<i>Increased student engagement</i> and achievement in math
	Science Units coming - to align with 2016 Science Standards.	NPS is delivering science curriculum units that are hands-on and created to spark scientific interest within students. <i>Increased engagement.</i>
	Understanding by Design Unit Construction - teacher/team created	Development of integrated curriculum that allows students to attain skills outlined in the Massachusetts Curriculum Frameworks, integrates curriculum from multiple disciplines, and seizes upon student's innate curiosity.
We will foster a cycle of continuous instructional improvement.	Arts Integration-Specific Instructional Skill Development	Build our skills to employ arts integration strategies and deepen practices as an entire school. Overlapping instructional techniques with art, music and general education teachers. <i>Increased engagement</i>
	Grade Level PLC	Teachers will increase their ability to differentiate curriculum and instruction for all learners. <i>Teachers will routinely analyze relevant data and student work in order to determine skill specific flexible grouping inter and intra grade. Instruction will address the needs of all</i>

		<i>learners</i>
	Response to Intervention (RtI)	Work with coaches in PLC (Math and ELA) - together, as a team, in order to attempt to “fix it here”.
	Student Instruction Intervention Team (SIT)	Seek effective and creative solutions to complex student achievement challenges.
	Data Walls (creating a picture of student achievement in literacy)	Looking closely at success stories where a student made significant progress - sharing best practice with one another.
	Best practices in Literacy (School-Based Literacy Team)	Consistent practices in literacy instruction. The mission of the team is to experiment with current, researched-based instructional strategies and share with the entire faculty.
	Enrichment/Challenge	How do we meet the needs of our students who already know what we are going to teach before we teach it? Or those students who learn concepts and skills at a rapid pace?
	Responsive Classroom/Ongoing PD/Lanugage	Students gain self-awareness about their behavioral impact on themselves and others. Students will become more self aware regarding their own learning styles and make choices that will advance toward their individual learning goals. <i>Connection</i>

Educational Goal 2: Educational Equity

- Memorial-Spaulding School will narrow achievement gaps with respect to race, ethnicity and socioeconomic status and increase achievement of students with special needs.

Objective	Strategy	Anticipated Outcome
<p>Create and build upon promising initiatives that meet the needs of all learners and ensure that all students succeed.</p>	<p><u>Courageous Conversations Team</u> will engage faculty and staff in four training sessions around race/bias and achievement.</p>	<p>Teacher awareness of various components of racial bias and how achievement is impacted. Greater strategies to increase engagement, connection - and increased achievement among black students.</p>
	<p><u>Responsive Classroom (RST) Team</u> will continue work in various aspects of student behavior management and academic choice.</p>	<p>Setting clear expectation around student behavior and learning outcomes. Students following expectations will serve to level the playing field.</p> <p>Academic choice - relevance - connected and engaged in the work. Control over the work.</p>
	<p>Inclusion/Understanding our Differences Team will focus on the needs of special education students - determining how we can meet needs with greater efficiency and effectiveness.</p>	<p>Increased awareness and achievement (via access) for students receiving IEP services</p>
	<p>Classroom Aide Staffing Model (Grades K and 1)</p>	<p>All students in K and 1 classrooms are supported via a “co-educator” model, increasing support in the early grades will decrease the need for support in upper grades.</p>

Educational Goal 3: Social-Emotional Learning: Relationships and Connectedness

- Memorial-Spaulding School will ensure all students become knowledgeable, responsible, caring and contributing members of society through evidence-based social and emotional learning from kindergarten through fifth grade.

Objective	Strategy	Anticipated Outcome
<p>Provide broad support for social and emotional learning for all students.</p>	<p>Courageous Conversations Team</p>	<p>See above <i>Connection</i></p>
	<p>Responsive Classroom (RST) Team</p>	<p>See above <i>Connection</i></p>
	<p>Social-Emotional Support Staff (BESST)</p>	<p>Cohesive support for students with greater social-emotional learning needs.</p>
<p>We support students by supporting adults. Ways to take care of teachers.</p>	<p><i>SEL needs of staff.</i> Mindfulness - both formal and informal ways to weave present/mindfulness into our work. Thoughtfully listening to concerns and ideas - being present for one another. Provide additional time each week during CPT and open up time when possible (ex: conferences instead of faculty meeting due to snow days)</p>	<p>Teachers will feel grounded, centered and present, thereby alleviating some forms of stress.</p> <p>Teachers will know they have been heard and their concerns/ideas were considered.</p> <p>Teachers will feel less rushed, hurried and hectic.</p> <p><i>All staff members will feel a part of cohesive and caring community. Connection.</i></p>

Managerial Goal 1: Facilities

- The Memorial-Spaulling School facility will adequately meet the needs of our students, teachers and families.

Objective	Strategy (Things to do)	Anticipated Outcome
<p>We will continue to upgrade and maintain our facility.</p>	<p>Lighting in the parking lot (turn off at a particular time)</p> <p>Sidewalk extension from the dumpster from the playground</p> <p>Kayla’s Garden - create an outdoor classroom/garden space</p> <p>School vegetable garden (back courtyard) - students grow food to eat.</p> <p>Replace all carpet with tile (in every classroom and office space).</p> <p>Painted spaces maintained and repainted in a timely manner (hallways, classrooms, auditorium, gym, etc)</p>	<p>We will create and maintain a functional building that is a comfortable as possible - and is conducive to learning.</p>

Managerial Goal 2: Technology Infrastructure

- We will ensure reliable and effective technology, accessible to all students.

Objective	Strategy	Anticipated Outcome
Technology is relevant, up to date and serves the needs of the teachers, students and families.	Add interactive projectors in each classroom K-2 New Telephone System Replace aging technology in a timely manner.	Teacher tools (IA Epson) made available to all teachers. Greater capacity to make/receive phone calls and retrieve voicemail

Managerial Goal 3: Diversity of Faculty and Staff

- We will increase the number of faculty and staff of color, and male staff at our school.

Objective	Strategy	Anticipated Outcome
Staff will mirror the diversity of the student population.	School administrator search for candidates of color that exhibit outstanding potential as educators. Seek excellent male teachers. Attend diversity hiring fairs, speak directly with candidates of color who are referred to NPS.	Increased diversity of the staff.

Community Engagement Goals

- Share information about happenings at our school with all families.

Objective	Strategy	Anticipated Outcome
Information is shared in a timely manner via various communication channels.	Principal's Update - Newsletter to families PTO Weekly Update Classroom communication Social events PTO Facebook page	Families feel a sense of being connected to the school community which creates ownership and buy in from parents.