

# **R. Stewart Esten Elementary School Improvement Plan 2017-2018**

## **As aligned with District Strategic Plan**

### **Student Learning**

Ensure all students have equal access to a high-quality curriculum that meets individual student needs.

#### **1. Review, revise, align and implement a rigorous standards-based curriculum.**

- The newly established Literacy Committee will review, align and make recommendation that will strengthen the ELA instructional practices within all three elementary schools in the district.
- Continue in grade 3 the roll out of the Foundations phonics program.
- Develop an elementary coaching model in ELA, Math and Technology.
- Implement “Being a Writer” writing program in grade 4.
- Continue work to align math with the Common Core utilizing the Envision Math Program in a math workshop model.

#### **2. Develop, expand and sustain a comprehensive assessment system.**

- Utilize DIBELS (Reading and Math), and Galileo standardized testing in grades 3 and 4 in October and March to assess student progress.
- Continue to use formative assessments to guide the determine student understanding and drive instruction.
- Implement school-wide data analysis template.
- Share data with students to empower them to own their learning.
- Data meetings will provide classroom teachers and interventionists a time to analyze student work and data and adjust student learning goals.

#### **3. Measure and monitor behavioral health by providing supports and interventions along with appropriate social-emotional curriculum to all students.**

- Continue to develop Positive Behavioral Interventions and Supports, Responsive Classroom, Second Step (kindergarten) as means to develop learning communities.
- Continue to support and train staff on Responsive Classroom techniques.
  - Train staff on PBIS’s Tier II, utilize check-in/check-out with students who require more social-emotional support
- Further develop our monthly character education program with the introduction of building based “family groups”.
- Support a communicative structure by conducting weekly meetings with the social-emotional support staff.

#### **4. Optimize technology to personalize learning and develop higher order thinking skills.**

- Implement STEM curriculum in grades 3 & 4.
- Support all students with weekly computer classes.

- Enhance student learning by increasing their ability to access chromebook carts in the classrooms on a daily basis.

**5. Provide a safe learning environment for all students.**

- Further develop the use of PBIS, lessons on school wide expectations for common areas, and Responsive Classroom, and common language to decrease the number of office referrals.
- Train staff and students on ALICE (Alert, Lockdown, Inform, Counter, Evacuate)

**Persons Responsible for Implementation:** principal, interventionist, teachers, school psychologist, adjustment counselor, behaviorist, district technology coach ELA coach, math coach, school resource officer

**Resources Needed:** Galileo, Dibels tests, Being a Writer (grade 4), Foundations materials (Grades K-4), Envision math resources

**Instructional Practice**

Promote and sustain high-quality instruction that engages and challenges all students.

**1. Implement PD that ensures a safe and supportive learning environment.**

- Teacher training in Responsive Classroom language and PBIS philosophy & expectations to ensure commonality and allow for all students to access curriculum in a safe learning environment.

**2. Create and implement a rigorous, standards-based curriculum.**

- Utilizing district coaches in ELA, Math and Technology to align curriculum and offer professional development in those curricula amongst all (3) elementary schools.
- Grade 4 teachers will continue training to collaborate on the implementation on the “Being a Writer” writing program.
- Grade 3 teacher will begin their training and collaborate on the implementation of Wilson Foundations Phonics Program.
- All teachers will receive more training on the implementation of Math Workshop.
- Support our ELL students to help make effective progress in the classroom.

**3. Use data to refine instructional practices.**

- Using district ELA, Math and Technology coaches, train and support teachers in developing best practices to address student needs through intervention.
- Support teachers in using data to effectively support student learning with targeted, measurable intervention.
- Share and work with classroom teachers and interventionists on the newly developed ELA instructional task cards for explicit and targeted intervention.

**4. Differentiate instructional practices to meet student needs.**

- Continue professional development on guided instructional practices in ELA and Math to support the spectrum of learners; advanced to struggling.
- Align instructional focus task cards with explicit student interventions during data meetings.
- Using PBIS data, put into place Tier II, with check-in / check-out for students who need additional social-emotional supports to access learning.

**5. Align resources to support instructional practices.**

- Coordinate district instructional coaches to support professional development opportunities for all staff.
- Train special education teachers in “LindaMood-Bell Seeking Stars” Program.

**Persons Responsible for Implementation:** Principal, teachers ELA & Math coaches, STEM teacher/coach, Behaviorist, adjustment counselor & school psychologist

**Resources Needed:** Time to collaborate and plan for professional development,

**Communication and Relationships**

Strengthen communication within Rockland Public Schools and between the district and community to enhance and expand relationships.

**1. Develop and enhance recurring and consistent two-way communication with families and community members on district news, events and accomplishments.**

- Broaden the use of technology to reach the school community with current and relevant information.
- Expand school exposure by utilizing the district public relations firm with 1- 2 school news stories a month.
- Meeting time for parents as needed to address concerns.
- Attend PAC sponsored and community events whenever possible.

**2. Use current and emerging technology to strengthen communication.**

- Promote the school council, PAC sponsored events, parent teacher conferences, open house and other school events through the use of technology.

**3. Develop a system to engage members of the community in achieving the vision of the Rockland Public Schools.**

- Continue to reach out to families to keep them informed on the daily happenings at the Esten School utilizing email,

Blackboard, Twitter and monthly newsletters.

**4. Enhance and foster school-to-community partnerships.**

- Establish a partnership with Boston Cares to utilize their partnerships with the Rockland business community to better the Esten School facility.
- Continue a partnership with the children’s librarian at the Rockland Public Library.
- Working with the town government to make events such as Memorial Day and Election Day safe and educational for the students.
- Collaborating and fostering a working relationship with the management at the SpringGate housing authority to promote more visibility of the staff of the Esten School with the parents of our students who live in the community.

**5. Develop systems and relationships that support programs and services to address student health and wellness**

- Continue school partnerships with the YMCA (summer camps), Health and Wellness programs provided through the RPS nursing department, DCF, the outside Mental Health providers who see students in our facility.
- Utilize the STAY Program with the Massachusetts Juvenile Court Department to aids students and families with attendance issues.

**Persons Responsible for Implementation:** Principal, teachers, nurses, school staff

**Resources Needed:** Funding for events (PAC), Blackboard

**Resource Allocation**

Strategically manage resources to support programs, infrastructure and initiatives that reflect our district’s core values.

**1. Examine and analyze the existing organizational structure to best serve our students.**

- Adapt school-wide schedules and individual support personnel schedules to support student intervention.

**2. Adopt and fund a professional development plan to address the diverse needs of the district.**

- Continue to implement the Foundations phonics program (grade 3), and balanced literacy Introduce
- Implement a math workshop model at all grade levels
- Implement the “Being a Writer’ writing program in grade four.

**3. Sustain and expand our current technology plan**

- Hire a full time STEM teacher to bring STEM curriculum to grades 3 and 4.

- Continue to upgrade technology hardware, software and uses in the classroom.

**4. Upgrade and maintain our facilities and infrastructure.**

- Maintain our facilities by the following:
- Paint the gymnasium, install new window treatments on all windows, upgrade the dishwashing room in the cafeteria, mulch the playground around the swingsets.

**5. Fund the Rockland Public Schools curriculum and programming review and revision plan.**

- Allocate individual school budgets to support our school improvement plan and its incentives.

**Persons Responsible for Implementation:** Principal, Ass't Superintendent, custodians, maintenance department

**Resources Needed:** Funding for Foundations, Being a Writer and school improvement projects.