

# Independence Elementary 2016-17 Achievement School Improvement Plan

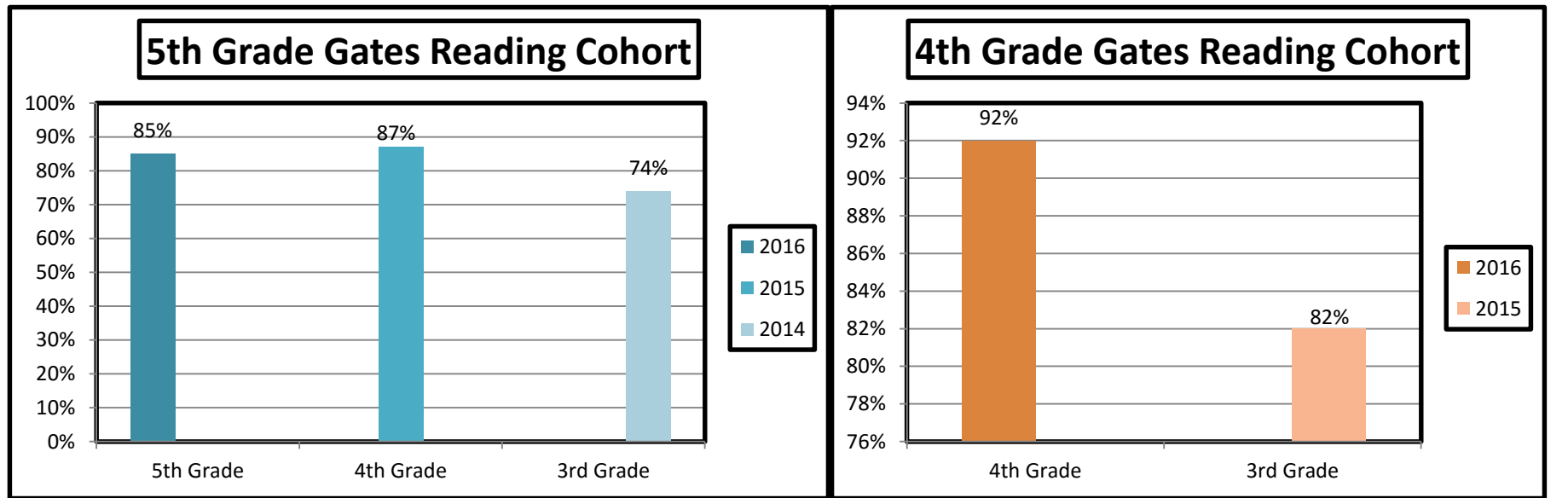
## ACHIEVEMENT

**1 YEAR GOAL: 100% of PLCs will set and monitor SMART goals based on priority standards. 90% of the PLCs will meet their SMART goals by the end of 4<sup>th</sup> quarter. Quarterly Targets can be set in increments. All PLCs will work toward 80% proficiency on selected priority standards by the end of 4<sup>th</sup> quarter.**

**2016- 2017 1 YEAR READING COHORT GOAL:**

### GATES-

- ✓ 4<sup>th</sup> grade scores (current 5<sup>th</sup> graders) 92% on/above grade level- increase of 3%= 95% in October 2016
- ✓ 3<sup>rd</sup> grade scores (current 4<sup>th</sup> graders) 82% on/above grade level- increase of 8%= 90% in October 2016



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**SMART STRATEGY AND MEASUREMENT: STRATEGY ONE: Curriculum – Building quarterly score for Indicator 3.1 of all lessons observed will reach an average of 6.5 or higher as measured by the NEE by the end of 2016-17.**

**Quarterly Targets**

2016-2017      Q1-6.2    Q2-6.3    Q3-6.4    Q4-6.5

**Person Responsible for Reporting Progress: Principals**

**Progress Metric: NEE**

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

**Qt. 1-**

**Qt. 2-**

**Qt. 3-**

**Qt. 4-**

**ACTION STEPS:**

**TIME LINE:**

**PERSON RESPONSIBLE FOR REPORTING PROGRESS:**

- 1)
- Principal will share Curriculum Expectations on August 4<sup>th</sup>.
  - (PD) PLCs will use ELA and MA BOE approved curriculum documents as well as U o S Plans/Envision resources to plan for instruction collaboratively during PLC meetings and collaboration time.
  - Independence will host a Curriculum/Open House, on August 3<sup>rd</sup>/4<sup>th</sup> in order for parents to learn more about the curriculum covered at the different grade levels/areas and resources that they can access at home when working with their children.
  - (PI) Teachers and teams will communicate curriculum/objective information through various tools- email, Remind, Twitter, paper newsletters, teacher websites, Facebook. Teams will go over and demonstrate how Schoology works. Teachers continue to share resources throughout the year.

August 4<sup>th</sup>

Principals  
PLC Teams

**Progress update:**

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2) <ul style="list-style-type: none"><li>( PD) PLC teams will devote time on their weekly agendas to allow for collaboration in order to cover the curriculum utilizing research based instructional strategies. Literacy Coaches will assist with CITW strategies. All K-5, SPED, S. Area teachers will participate in Professional Development on various topics tied to curriculum and instruction implementation at the building and district levels.</li></ul>	Minimum 1 X per month	Principals PLCs Literacy Coach CITW Trainers

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**SMART STRATEGY AND MEASUREMENT:**

**STRATEGY TWO: Instruction – By the end of 2016-17, 25% of lessons/activities will include QFIC Objective and QFIC Cooperative Learning and/or Providing Feedback, as measured by classroom visits and observations. Quarterly increase expectations are listed below:**

**Quarterly Targets**

**2016-17- Qt. 1- 10%    Qt. 2-15%    Qt. 3-20%    Qt. 4-25%**

**Person Responsible for Reporting Progress: Principals**

**Progress Metric: Classroom Visit Data**

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS: Adjusted 3<sup>rd</sup> and 4<sup>th</sup> quarter targets based on 1<sup>st</sup> and 2<sup>nd</sup> Qt. trend.**

QFIC Setting Objectives	QFIC Cooperative Learning	QFIC Providing Feedback	QFIC + 1(CL or Providing Feedback)
Qt. 1-	Qt. 1-	Qt. 1-	Qt. 1-
Qt. 2-	Qt. 2-	Qt. 2-	Qt. 2-
Qt. 3-	Qt. 3-	Qt. 3-	Qt. 3-
Qt. 4-	Qt. 4-	Qt. 4-	Qt.4-

**ACTION STEPS:**

**TIME LINE:**

**PERSON RESPONSIBLE FOR REPORTING PROGRESS:**

- 1)
- Principal will share Instruction Expectations on August 4<sup>th</sup>. 16-17 instructional strategy focus areas and PD will occur beginning on August 2<sup>nd</sup> and occur throughout the year in order to meet 30 hours of PD.

August 4<sup>th</sup>  
August 2<sup>nd</sup>

Principals  
CITW Trainers  
DPDC Rep

Progress update:

- 2)
- Share trend data celebrations from classroom visits at quarterly staff meetings highlighting the instructional strategies being monitored through our SIP. Student effort will be recognized during classroom celebrations, Town Hall meetings, Shout Outs- classrooms and office announcements.

Staff  
Meetings

Principals

Progress update:

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<p>3)</p> <ul style="list-style-type: none"> <li>• (PD) CITW Trainers will continue to provide teacher support in instructional strategies, during PLC meetings and collaboration days. CITW Trainers will provide PD on Setting Objectives, Cooperative Learning and Providing Feedback within Component 1-QFIC during SIP focused staff meetings and building PD days.</li> <li>• PLCs will incorporate instructional strategies during their PLC meetings (Component 1 focus) CITW Trainers will support these conversations with PLCs.</li> </ul>	<p>Staff Meetings Building PD Days Collaboration Days</p>	<p>Principals CITW Trainer</p>
Progress update:		
<p>4)</p> <ul style="list-style-type: none"> <li>• (PD) All Teachers will spend time in a peer's classroom a minimum of 1X year in order to observe peers in action. "Teacher Peeks" - in either MA or ELA with a balanced literacy focus. Special Area teachers will choose their own focus. Teachers will reflect and develop process with EDCs and ISIT Team.</li> </ul>	<p>Teacher Peek Schedule/ Exit Cards</p>	<p>Principals PLC Teams</p>
Progress update:		

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**SMART STRATEGY AND MEASUREMENT:**

**STRATEGY THREE: Assessment- 100% of PLCs will set and monitor SMART goals based on priority standards and 90% of the PLCs will meet their SMART goals by the end of 4<sup>th</sup> quarter. Quarterly Targets can be set in increments. All PLCs will work toward 80% proficiency on selected priority standards by the end of 4<sup>th</sup> quarter.**

**Person Responsible for Reporting Progress: Principals  
Progress Metric: Completed Protocol and SmartGoal Progress**

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

ACTION STEPS:	TIME LINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) <ul style="list-style-type: none"> <li>• (ELA/MA) Principal will share Assessment Expectations on August 4<sup>th</sup>.</li> <li>• PLCs will analyze building and district common assessment data during quarterly PLC data days and Character Connection time in order to adjust instruction and intervention plans throughout the year based on their student needs. Teams will use a protocol and submit to the grade level supervisor once completed.</li> </ul>	August 4 <sup>th</sup> PLC Data Days CC Time	Principal
Progress update:		
2) <ul style="list-style-type: none"> <li>• (MA/ELA): All students will set quarterly goals in MA and ELA. Goals will be aligned with SIP, grade level, and class goals. All goals will be posted so they are visible.</li> <li>• (PI) Teachers will communicate goals and student progress with parents. Teachers and students will collaboratively monitor and share progress on goals.</li> <li>• Special Area and SPED will set grade level goals with students.</li> </ul>	Quarterly	Principals PLC Teams
Progress update:		

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<p>3) Leadership Teams will analyze MA and ELA weak skill areas and cohort data (Assessment Wall and GATES) during scheduled meetings to help establish focus areas for 2016-17 in order to help identify trends, support weak areas, and adjust SIP goals.</p>	<p>Monthly Agendas/ Minutes</p>	<p>Principals Leadership Teams</p>
<p>Progress update:</p>		
<p>4) PLCs will use quarterly Data Days to analyze current data and create Smartgoals to help guide instruction, plan for intervention and set goals.</p>	<p>Quarterly</p>	<p>Principals ISIT Team</p>
<p>Progress update:</p>		
<p><b>SMART STRATEGY AND MEASUREMENT: <u>STRATEGY FOUR: Intervention-</u> 90% of identified students as needing interventions will participate in a research based intervention for 120-150 minutes/week, as measured by intervention data tracking sheet.</b></p> <p><b>Person Responsible for Reporting Progress: Principals and Interventionists</b>  <b>Progress Metric: Target Time Tracking Sheet and Intervention Progress</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS: <u>Independence Intervention Pilot Analysis</u></b></p>		

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ACTION STEPS:	TIME LINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) <ul style="list-style-type: none"> <li>• Principal will share Intervention expectations on August 4<sup>th</sup></li> </ul>	August 4 <sup>th</sup>	Principals
Progress update:		
2) <ul style="list-style-type: none"> <li>• (ELA/MA PD) Teachers participating in the Intervention Pilot program will receive PD in July 2016 and September 2016. Data team will review building data. Teachers will flexibly group students based on data triggers and make adjustments throughout the year during quarterly data team meetings. Teachers will use the intervention resources/materials provided through Envision and Focus Math. Teachers will use research-based strategies from Envision-Tiers 1 and 2 and Focus Math- Tier 3 to intervene/extend student learning.</li> <li>• (PI) Teachers will communicate with parents when a student is receiving a Tier 2 Intervention along with progress updates.</li> <li>• ELA resources include- LLI, Vocab, Phonics, Phonological Awareness, 95 percent group</li> </ul>	Quarterly	Principals Teachers Data Team
Progress update:		
3) <ul style="list-style-type: none"> <li>• PI/PD (ELA) Reading Recovery teachers provide skill specific professional development for STAR parents in order for students to receive best practice techniques when working with STAR parents.</li> </ul>	Quarterly	Principals RR Teachers K Team
Progress update:		
4) <ul style="list-style-type: none"> <li>• (PD) Literacy Team will provide DRA-2 training so students can be appropriately identified for Tier 2 interventions.</li> </ul>	Quarterly Mtgs.	Principal Literacy Team
Progress update:		



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**SMART STRATEGY AND MEASUREMENT: STRATEGY FIVE: Balanced Literacy:** The percentage of small group reading being implemented with fidelity will increase from 25% to 55% and classroom environment set up with fidelity will increase from 48% to 75% by the end of 4<sup>th</sup> quarter as measured through classroom visit Balanced Literacy ‘look-fors’.

### Quarterly Targets

**Small Group Reading**

Qtr 1-25%

Qtr 2-35%

Qtr 3-45%

Qtr 4-55%

**Classroom Environment**

Qtr 1-50%

Qtr 2-60%

Qtr 3-68%

Qtr 4-75%

**Person Responsible for Reporting Progress: Principals, Literacy Coaches**

**Progress Metric: Assessment Wall Data**

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS**

ACTION STEPS:	TIME LINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) <ul style="list-style-type: none"> <li>• Principal will share Balanced Literacy expectations on August 5<sup>th</sup>.</li> <li>• (PD) The literacy coordinator and literacy coaches will do quarterly classroom visits during small group reading instruction to determine PD for the grade levels throughout the year during PLC meetings.</li> <li>• The Balanced Literacy Class Visit data will be disaggregated by grade level and shared with the PLCs.</li> </ul>	August 5 <sup>th</sup>	Principal Literacy Coaches Literacy Coordinator K-5 Teachers
Progress update:		
2) <ul style="list-style-type: none"> <li>• (PD) The literacy coaches will provide monthly guided reading PD for the teachers on reading behaviors, skills, and strategies. Literacy Coaches and teachers will utilize “Continuum of Literacy Learning” to support instruction in the area of small group reading during PD.</li> </ul>	August 3	Literacy Coaches
Progress update:		

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<p>3)</p> <ul style="list-style-type: none"> <li>(PI) Teachers will explain the nightly homework expectations at Open House- expect students to read 20 minutes every day at home and respond 1x per week to their reading. Reading specialists and Literacy Coaches will provide parents with literacy resources at Open House/Curriculum night.</li> </ul>		Literacy Coaches K- 5 Teachers
Progress update:		

### Acronym Key

A.W.	Assessment Wall
SS	Super Subgroup
S. Area	Special Area
EDC	Elementary Department Chair
CITW	Classroom Instruction That Works
SPED	Special Education
PD	Professional Development
PI	Parent Involvement