



NATICK PUBLIC SCHOOLS

YEAR ONE IN REVIEW SUSAN BALBONI

May 22, 2017





ENTRY PLAN GOALS

- Build relationships with staff, students, and families to ensure respectful and collaborative partnerships for all members of the community in order to support the academic and social partnerships of every child at Memorial
- Identify the instructional strengths at Memorial as well as determine areas for growth
- Develop and understanding of the values, goals, and traditions of the Memorial community



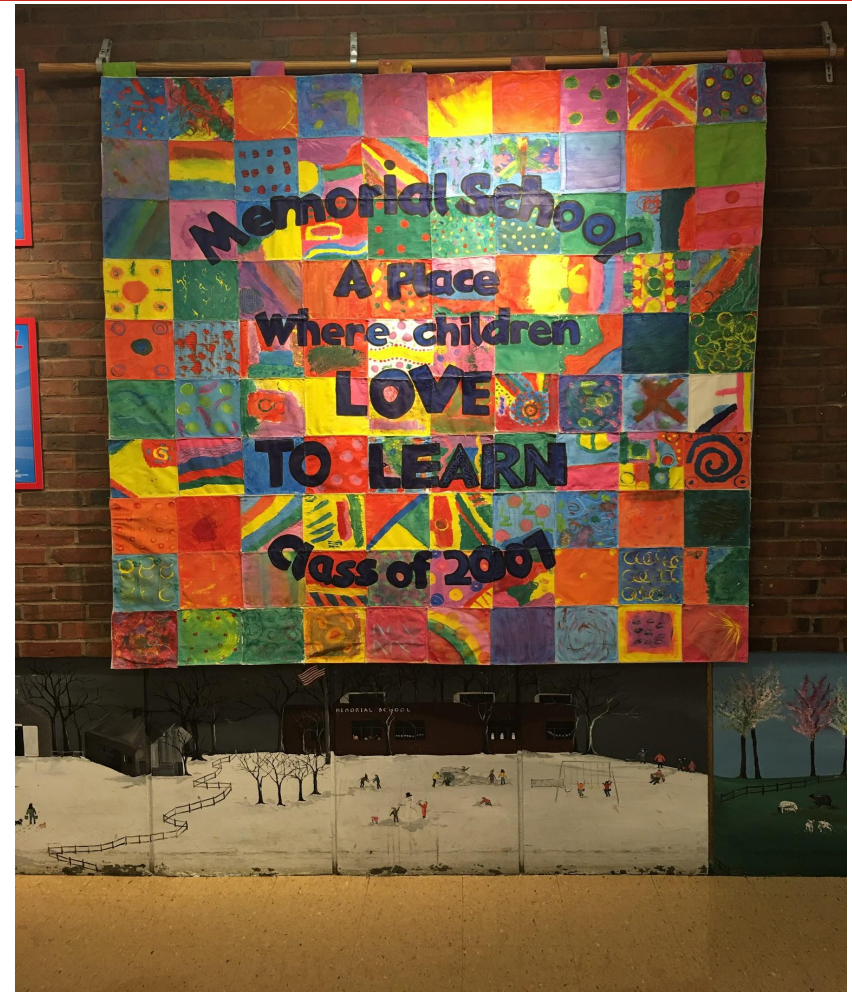
BUILDING RELATIONSHIPS - STAFF

- Approachable
 - Open door policy
 - Staff can express concerns
 - Celebrate positive experiences in the classroom
- Provide guidance and ideas for staff as they worked to meet the needs of students
- Encouraged staff to try new things and take risks in the classroom as well as provided opportunities for professional development
- Participated in all data meetings and provided suggestions for intervention based on data
- Proven myself to be a team player by helping in the clinic, the front office, covering classes, etc.
- Train staff in Safety Care so they can effectively work with more challenging students



BUILDING RELATIONSHIPS - STUDENTS

- Greet students every morning as they enter the building
- Created a safe place in my office for students to come in and talk or take a break
- Approachable by students to talk about ideas and or concerns they have
- Talk to students in a respectful manner about behaviors and support students in setting goals for themselves
- Safety Care trainer to support students in crisis in a respectful manner





BUILDING RELATIONSHIPS - FAMILIES

- Meet with the PTO regularly to support the initiatives that support our building
- Attend events where I am able to meet parents and develop relationships such as Playground Clean-Up, Ice Cream Social, and the Auction
- Available to meet with parents at any time to address concerns and answer questions
- Maintain communication via eBlasts, Twitter, Facebook, website and Blackboard Connect





ACTIONS FOR ADDRESSING AREAS FOR GROWTH

- Ongoing support as we shift to a more balanced literacy model:
 - Participated in every PD session with our literacy consultants and teachers
 - Worked in collaboration to write a grant to expand and improve the efficiency of our book room
- Improve clarity around the RTI model
 - Provided an overview to the entire staff around the RTI model and its purpose
 - Led RTI meetings and supported the interventions and data collection to make decisions around student need and referrals for Special Education evaluation



ACTIONS CONTINUED

- **Morale**
 - Maintained the current staff and building traditions
 - Modeled positive and respectful interactions to support the building climate
 - Added Spirit Days
 - “Thank you for supporting your teachers and establishing a positive school culture” - staff feedback
 - “Sue has created an environment in which all staff feel valued and are treated fairly.” -staff feedback
- **Class size**
 - Advocated for an additional grade 2 teacher to bring class size down
 - Carefully and thoughtfully communicated with families throughout the process
 - Successfully transitioned students to the new class bringing sizes down to a more effective size for student learning



GOALS MOVING FORWARD

Our primary goal is to ensure that every student is successful, safe and engaged in the learning process!

How do we do this?

PBIS- Positive Behavioral Interventions and Support
Instructional Rounds - supporting teacher practice
Project-Based Learning
Deeper Learning and 21st Century Competencies