

School Improvement Plan---SMART Goal

SCHOOL: Elementary Goal #1

TEAM NAME: Susan Balboni, Anne Carothers, Ben Gatto, Karen Ghilani, Jordan Hoffman, MaryBeth Kinkead

*We linked to the following District Goal(s): **Teaching, Learning and Assessment:***

Excel in academic achievement, and Profile of a Natick Graduate competencies for all groups and sub groups of students

PRACTICE AND PROCEDURES:

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
<p>Our Reality: Elementary practitioners have been working on building literacy practices to reflect practices that support critical thinking and problem solving. We are currently entering our first full year of implementation using Lucy Calkins Units of Study for Reading and Writing</p> <p>All students will make effective progress in literacy. All students will meet or exceed grade level reading expectations on district determined measures or make at least one year's growth.</p>	Implement Calkins-based balanced literacy scope and sequence	Principals, Asst. Principals, Teachers, Literacy Specialists	Year 1: SY 18-19	student performance data, anecdotal observations, teacher evaluation data, Calkins based assessment data
	Continue K-4 literacy professional development (year 2 of 3) to improve and enhance our Reader's and Writer's workshop models.	Principals, Asst. Principals, Teachers, Literacy Specialists, Consultants	Year 2: SY 18-19 Year 3: SY 19-18	meeting notes, student learning goals, refind lesson plans, assessment protocols
	Identify material needs and supplies required to support robust workshop reading and writing workshops.	Administrators, Teachers, Literacy Specialists	SY 18-19	RtI Intake Meeting forms, Student Goal Sheets, Student Performance Data
	Continue to define and revise our literacy assessment systems	Administrators, Child support teams, Teachers, Literacy Specialists	SY 18-19	Student performance data, curriculum guides

--support teachers in the implementation of Calkins units through provision of collaboration work time, coaching, observation & feedback

--identify and supply any additional materials necessary to successful implementation

--use LLT and LST to continue to refine our data collection and assessment systems for literacy

--continue to use our RTI system to ensure that student needs are identified and teachers are helped to see effective ways to meet those needs

--refine the use of our Data Team meetings to support both Calkins implementation and RTI
 --design effective meeting agendas to support the LLT in its work to support district-wide literacy improvement
 --check in regularly with the ePLC Leadership Team to determine best use of available meeting time (ePLC, Curriculum and Data Team meetings)

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SCHOOL: Elementary Goal #2

TEAM NAME: Susan Balboni, Anne Carothers, Ben Gatto, Karen Ghilani, Jordan Hoffman, MaryBeth Kinkead

*I/We linked to the following District Goal(s): **Teaching and Learning while Nurturing Connections:***

Develop a systematic, developmentally appropriate social-emotional learning (SEL) and healthy living framework for student learning and parent engagement and partnership.

	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Our Reality: Relationships matter in the Natick Public Schools. We have always used tools to teach strategies and support building effective citizens. We have not yet completed a close review of our practices to evaluate vertical alignment and the overall success in meeting the needs of our learners. Goal: At the elementary level, we will identify and take	Audit current practices for SEL implementation across all elementary schools including preschool Build capacity in staff to develop connections with students that foster inclusion and social emotional capacity. Action Steps for above: <ul style="list-style-type: none"> - A - B - C Focus on developing staff skills around inclusion of diverse learners	All elementary staff (excluding Ben Hem who completed this work during SY 17-18)	SY 18-19	

inventory of practices that support the social and emotional learning of our students.				
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BenHem - Modify action steps;

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SCHOOL: Elementary Goal #3

TEAM NAME: Susan Balboni, Anne Carothers, Ben Gatto, Karen Ghilani, Jordan Hoffman, MaryBeth Kinkead

*We linked to the following District Goal(s): **Teaching, Learning and Assessment:***

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	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
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<p>Our Reality: All schools have processes to support students that demonstrate need. Schools capture this work and track the progress in different ways.</p> <p>Goal: Ensure that all students have their needs met systematically through purposeful review of performance data and adjustment of practice to meet their needs.</p>	Re-examine the elementary RtI process and practices to develop a common and consistent plan across all five schools.	Principals, Asst. Principals	SY 18-19	
	Create venues for teachers to share best practices as evidenced by student success in the classroom	Principals, Asst. Principals, PLCs, Teachers	SY 18-19	
	Present the unified RtI Parent Workshop at the elementary level to the community	Principals, Asst. Principals	Winter, 2019	

