

**C.A. FARLEY
ELEMENTARY SCHOOL**



**School Improvement Plan
2019-2020**

C.A. FARLEY ELEMENTARY SCHOOL IMPROVEMENT PLAN

2019-2020

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p>Strategic Objective: # 1 High Quality Instructional Practices Build capacity at all District levels to ensure that every educator and administrator are utilizing high-leverage practices to support outstanding teaching and learning experiences for ALL students, every day.</p>
	<p>Goal # 1: Build experiences that demonstrate diverse student centered instructional practices</p>
	<p><i>Activities: (Steps to be taken to implement plan)</i></p>
	<ul style="list-style-type: none"> • Identify and learn 3-5 research based instructional practices that involve all content areas. • Create a targeted professional development plan building expertise in selected evidence-based practices. • Create an internal accountability system (inspect what we expect).
	<p><i>Early Evidence of Change: (how will you know if your actions are producing the desired change in practice?)</i></p>
	<ul style="list-style-type: none"> • 3-5 evidence based instructional practices will be identified by December, 2019 • Buy-in for an internal accountability system that all stakeholders will use
	<p><i>Short-Term Outcomes: (how will you know if the change in practice is impacting student performance measures?)</i></p>
	<ul style="list-style-type: none"> • From Winter to Spring, school wide-focus identified in learning walks, agendas, etc. in at least 50% of experiences • Professional development needs identified for year 2 of implementation • Accountability system created by February, 2020 to monitor the effectiveness of instructional practices
<p><i>Final Outcomes (annual targets for student performance outcomes)</i></p>	
<ul style="list-style-type: none"> • All stakeholders will identify, learn and begin to use effective evidence-based instructional practices, in all areas of the school, to meet the needs of each student. 	

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p>Strategic Objective: #1 High Quality Instructional Practice Build capacity at all District levels to ensure that every educator and administrator are utilizing high-leverage practices to support outstanding teaching and learning experiences for ALL students, every day.</p>
	<p>Goal #2: Build the capacity of staff to analyze data, through a reflective cycle of inquiry, to inform instruction for all students.</p>
	<p>Activities: <i>(Steps to be taken to implement plan)</i></p> <ul style="list-style-type: none"> Analyze Spring 2019 MCAS data to identify lowest performing students Use the cycle of inquiry to identify key issues or questions regarding lowest performing students Create goals and strategies for identified students to address areas of academic concern
	<p>Early Evidence of Change: <i>(how will you know if your actions are producing the desired change in practice?)</i></p> <ul style="list-style-type: none"> Standards addressed, as areas of growth, will be identified for those students in the target group
	<p>Short- Term Outcomes: <i>(how will you know if the change in practice is impacting student performance measures?)</i></p> <ul style="list-style-type: none"> Individual goals and strategies for students in target group will be identified by December 2019
	<p>Final Outcomes <i>(annual targets for student performance outcomes)</i></p> <ul style="list-style-type: none"> Students, in lowest performing category will improve their scores on the 2020 Spring MCAS

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p>Strategic Objective: #4 Climate and Culture Develop a culture that promotes equity, eliminates opportunity gaps, and empowers students and adults to build strong relationships, psychological safety, and mutual accountability.</p>
	<p>Goal #3: Effective Communication and collaboration amongst all staff</p>
	<p>Activities: (Steps to be taken to implement plan)</p>
	<ul style="list-style-type: none"> Professional development for understanding how effective teams collaborate Understanding and participating in the deeper norms of collaboration Build trust and develop strategies to work through vulnerabilities
	<p>Early Evidence of Change: (how will you know if your actions are producing the desired change in practice?)</p>
	<ul style="list-style-type: none"> Norms of collaboration practiced at all Common Planning Time, Data teams, principal's meetings, and coaching meetings
	<p>Short- Term Outcomes: (how will you know if the change in practice is impacting student performance measures?)</p>
	<ul style="list-style-type: none"> Embedded norms in collaborative discussions throughout the 2019/2020 school year Teams will hold each other mutually accountable for meeting norms and outcomes at all meetings during the 2019/2020 school year
<p>Final Outcomes (annual targets for student performance outcomes)</p>	
<ul style="list-style-type: none"> Staff will openly and effectively communicate and collaborate to improve instructional practices to increase student achievement in relation to the 3-5 research based instructional practices 	

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p>Strategic Objective#2: Educating the Whole Child Provide rigorous, inclusive academic and social emotional learning experiences to ensure ALL students succeed academically.</p>
	<p>Goal #4: Establish a social-emotional curriculum to ensure a positive learning community</p>
	<p>Activities: (Steps to be taken to implement plan)</p> <ul style="list-style-type: none"> • Identify individual students' needs from data gathered using ISS form • Develop a plan to implement specific changes to existing school structures to make them more comprehensive for students • Through the work of MTSS engage in a discussion of tiers of support • Provide staff with professional development around best practices for providing supports for all students around social/emotional concerns • Clinician provided through 366 Grant will provide in school therapeutic support for students in need
	<p>Early Evidence of Change: (how will you know if your actions are producing the desired change in practice?)</p> <ul style="list-style-type: none"> • Staff will share best practices around the use of social emotional learning in their own classrooms • Students will participate in small group and individual therapeutic sessions
	<p>Short- Term Outcomes: (how will you know if the change in practice is impacting student performance measures?)</p> <ul style="list-style-type: none"> • December 2019/March 2019 staff will implement new strategies around social emotional learning in their classrooms learned through sharing of best practices • Students receiving therapeutic interventions will show growth in positive social emotional interactions with peers and adults by December 2019
	<p>Final Outcomes (annual targets for student performance outcomes)</p> <ul style="list-style-type: none"> • All staff will have developed a repertoire of skills to support students social emotional growth • Students will develop appropriate strategies to promote healthy peer and adult relationships in all areas of the school