Highlands Elementary School

School Improvement Plan
2019-2020

Submitted on behalf of the Highlands School Improvement Council
By: Paula Jones, Principal
Highlands Elementary School
School Improvement Plan
2019-2020

The 2019-2020 Highlands School Improvement Plan goals were developed as a result of the DPS Strategic Plan and a priority on continued development of strong communication with families and community. Specifically, the third goal reflects our school’s commitment to the continued learning about SEL competencies and supporting all of our students.

**Goal #1:**
By June 2020, 80% of students can articulate the “why?” for each unit of the “inner core curriculum” of reading, writing and mathematics (Step 1 of the FAR Cycle). This will be measured through unannounced observations.

**Goal #2:**
By June 2020, all teacher teams will meet both their Student Learning Goal and Professional Practice Goal by utilizing the four steps of the FAR Cycle.

**Goal #3:**
By June 2020, Students will increase time on learning demonstrated by a 10% decrease in non-medical nurse visits, absences, and tardies.

**School Council Members:**
Paula Jones, Principal
Patrick Cox, Teacher
Eric Dugan, Teacher
Community Member - Ben Thomas
Parents - Katy Doherty
School Improvement Plan 2019-2020 Goal #1

By June 2023:

- Teachers will implement student-centered, standards-based curricula across the district. *(Strategic Plan 2018-2023)*
- The stated curriculum matches the lived curriculum. *(Skillful Teacher)*

**GOAL #1:** By June 2020, 80% of students can articulate the “why?” for each unit of the “inner core curriculum” of reading, writing and mathematics *(Step 1 of the FAR Cycle)*. This will be measured through unannounced observations.

<table>
<thead>
<tr>
<th>Implementation Strategies</th>
<th>Time</th>
<th>Who</th>
<th>Resources</th>
<th>Current Status</th>
</tr>
</thead>
</table>
| A “Curriculum Agreement” is communicated to all stakeholders. This includes:  
  ● Expectations with the elementary schedules  
  ● Expectations of curriculum implementation  
  ● Explanation of why this matters | August 29, 2019 8:00 am | Principals  
Curriculum Director  
Literacy Coach  
Mathematics Coach  
Elementary Librarian  
Classroom Teachers  
Special Education Teachers  
Reading Specialists  
Specialists (Art, Music, PE, Instrumental)  
Library Aides  
Computer Paraprofessionals  
ELL Teachers | “Curriculum Agreement” developed with guidance from the *Skillful Teacher* text  
Elementary Schedules developed with guidance from the DESE: *Scheduling Within a Tiered System of Support Elementary School* | Curriculum is planned and stated. The degree of implementation varies across grade levels and across schools. |
| Professional development throughout the school year (June, August, Early Releases and Curriculum Team Meetings) focuses on developing a common/deeper understanding of why each reading, writing and mathematics unit is taught. The “why?” is then communicated to students. *(Step 1 of the FAR Cycle)* | June 2019-June 2020 | Principals  
Curriculum Director  
Literacy Coach  
Mathematics Coach  
Elementary Librarian  
Classroom Teachers  
Special Education Teachers  
Reading Specialists  
ELL Teachers | Inner Core Curriculum:  
Reading Units of Study  
Investigations  
Writing Units of Study  
Coaching High Impact Teacher Teams Binder | Curriculum is planned and stated. The degree of implementation varies across grade levels and across schools. |
| Elementary administrators will develop a “Meeting Expectations for Curriculum Implementation Checklist” for the inner core curriculum (reading, writing, mathematics). This checklist will be shared with teachers and then utilized by administrators to guide feedback on unannounced observations. | June 2019- June 2020 | Principals  
Curriculum Director  
Literacy Coach  
Mathematics Coach  
Elementary Librarian  
Classroom Teachers  
Special Education Teachers  
Reading Specialists  
ELL Teachers | Literacy Coach  
Mathematics Coach  
*Leading Well Online Summer Study Group (Lucy Calkins)*  
“What to Look For” Observation Guides from the DESE  
Inner Core Curriculum:  
Reading Units of Study  
Investigations  
Writing Units of Study | Curriculum is planned and stated. The degree of implementation varies across grade levels and across schools. |
School Improvement Plan 2019-2020 Goal #2

By June 2023:

- *All students are independent learners who are active and responsible for their learning. (Strategic Plan 2018-2023)*

**GOAL #2:** By June 2020, all teacher teams will meet both their Student Learning Goal and Professional Practice Goal by utilizing the four steps of the FAR Cycle.

<table>
<thead>
<tr>
<th>Implementation Strategies</th>
<th>Time</th>
<th>Who</th>
<th>Resources</th>
<th>Current Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>A “Curriculum Agreement” is communicated to all stakeholders. This includes:</td>
<td>August 29, 2019 8:00 am</td>
<td>Principals Curriculum Director Literacy Coach Mathematics Coach Elementary Librarian Classroom Teachers Special Education Teachers Reading Specialists Specialists (Art, Music, PE, Instrumental) Library Aides Computer Paraprofessionals ELL Teachers</td>
<td>“Curriculum Agreement” developed with guidance from the <em>Skillful Teacher</em> text Elementary Schedules developed with guidance from the DESE: <a href="#">Scheduling Within a Tiered System of Support Elementary School</a></td>
<td>Curriculum is planned and stated. The degree of implementation varies across grade levels and across schools.</td>
</tr>
<tr>
<td>Teacher Teams will develop a student learning goal and professional practice goal based on students’ needs.</td>
<td>June 2019- June 2020</td>
<td>Principals Curriculum Director Literacy Coach Mathematics Coach Elementary Librarian Classroom Teachers Special Education Teachers Reading Specialists Specialists (Art, Music, PE, Instrumental) ELL Teachers</td>
<td>Teach Point Student Data from SY18-19 BOY Data from SY19-20 Elementary Schedules</td>
<td>Teacher Teams are given a particular curriculum focus for both Student Learning Goals and Professional Practice Goals.</td>
</tr>
<tr>
<td>Teacher Teams will implement the FAR Cycle with authenticity. Teacher Teams will determine when they meet and how they will utilize the FAR Cycle steps.</td>
<td>June 2019- June 2020</td>
<td>Principals Curriculum Director Literacy Coach Mathematics Coach Elementary Librarian Classroom Teachers Special Education Teachers Reading Specialists Specialists (Art, Music, PE, Instrumental) ELL Teachers</td>
<td>Elementary Schedules CHITT Teams CHITT Resources from RBT</td>
<td>FAR Cycle time is given on a particular day and time in the schedule.</td>
</tr>
</tbody>
</table>
### School Improvement Plan 2019-2020 Goal #3

**By June 2023:**

- *All students will be supported in an inclusive, emotionally supportive and culturally responsive environment. (Strategic Plan 2018-2023)*

**GOAL #3: By June 2020, Students will increase time on learning demonstrated by a 10% decrease in non-medical nurse visits, absences, and tardies.**

<table>
<thead>
<tr>
<th>Implementation Strategies</th>
<th>Time</th>
<th>Who</th>
<th>Resources</th>
<th>Current Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highlands staff will post, define, teach and respond to consistent school-wide expectations for classroom, lunch, hallway and recess as outlined in the Smith Values Matrix.</td>
<td>September 2019 – June 2020</td>
<td>Principal Highlands Staff</td>
<td>Highlands Values Matrix Student Led Assembly SEL Curriculum School Based Rubric/Reporting</td>
<td>PBIS system in place</td>
</tr>
<tr>
<td>Computer Paraprofessional and Library Aide will collaborate with school principal and Director of Technology on creating a MakerSpace environment adjacent to the school’s library.</td>
<td>June-September 2019</td>
<td>Principal Director of Technology Library Aide Computer Paraprofessional DPW</td>
<td>DPW Signature School Products: <a href="https://signatureschoolproducts.com/">https://signatureschoolproducts.com/</a></td>
<td>Computer Lab has been dismantled to create a MakerSpace</td>
</tr>
<tr>
<td>Staff/Faculty will better understand the 5 competencies</td>
<td>August 2019-June 2020</td>
<td>Principal Classroom Teachers Special Education Teachers Specialists (Art, Music, PE) Aides OT, PT Nurse Administrative Assistant Library Aide Social Worker Computer Paraprofessional Curriculum Director ECLC Steering Committee</td>
<td>CASEL (Collaborative for Academic, Social, and Emotional Learning) ECLC Grant SEL Vision Statement/DPS</td>
<td>Teachers have some understanding of SEL</td>
</tr>
<tr>
<td>Staff/Faculty will provide movement breaks for students</td>
<td>September 2019-June 2020</td>
<td>Principal All Highlands staff</td>
<td>MakerSpace Mindfulness Yoga Brain Gym GoNoodle</td>
<td>Movement Breaks are provided for students who are on IEP’s/504’s Movement Breaks are provided for students who ask</td>
</tr>
</tbody>
</table>