



**CHAFFEE ELEMENTARY SCHOOL**  
**SCHOOL IMPROVEMENT PLAN**  
**2019-2020**

**Theory of Action:** We believe that if there is a clear focus on the effective delivery of an aligned curriculum by high quality teachers who employ the use of student data to drive instruction, established in a community with high academic and behavior expectations, students will be engaged and learn at proficient and advanced levels.

**Objective 1:** To improve student achievement by ensuring access to rigorous curriculum and high-quality instruction in all classrooms thereby increasing effectiveness of teaching and learning.

**Initiative 1.1:** Further continue the development of high-quality instruction and learning, committing to high-yield instructional best practices that are critical to student achievement.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Utilize Title 1 supports to further leverage the true “coaching” model for ELA and Math. Under the coaching model, we will develop an Instructional Leadership Team (ILT) to support all academic areas at Chaffee.	Chaffee Administration, Title 1 leaders, MTSS Consultants and support personnel	ILT created and meeting regularly Sharing information regularly with faculty Coach working with staff in non-evaluative cooperative supportive role	September 2019-June 2020	Improvement in ALL subject areas evidenced in observational data Meeting minutes from ILT Coaching meetings held regularly both individually and by grade level.	Title 1 Grant =0 MTSS Grant=0 Math consultation may have additional cost(TBD)
Provide rigorous professional development and coaching with a deeper influence on the creation of effective lesson planning in ALL subject areas.	Central Office, MTSS Consultants, District personnel and support staff, PD committee	Plan out full year professional development prior to the end of the 2018-2019 school year PD Plan will align directly with the district’s theory of action and this SIP	February 2019-June 2020	Improvement in all areas of instruction should be observed using multiple data sources, when PD is directly related to high quality teaching and learning.	MTSS will provide several in district training sessions at the elementary level Alternative Professional Development may have additional costs for the district.



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<p>Implement ELA and Math Practices that are established by the district and our consultants with fidelity, using Envision’s Math, Foundations, and Wonders as the tools to teach all the grade level Standards.</p>	<p>ILT, Administration, MTSS supports</p>	<p>Chaffee will continue to develop and implement “best practices” with the assistance of multiple experts and supports Best Practices should be seen in action during walk throughs and in lesson plan observation.</p>	<p>September 2019-June 2020</p>	<p>Chaffee will continue to see a direct correlation in improvement when we implement best practices in ELA and Math (research based and supported skills and techniques).</p>	<p>No additional cost</p>
<p>Continue to go deeper with our learning walks in order to examine and share lessons and student work in all subject areas.</p>	<p>ILT Teaching Staff</p>	<p>Share and review student work  Peer to peer (staff) discourse around best practices  Utilize protocols for data examination and review</p>	<p>September 2019-June 2020</p>	<p>Chaffee will continue to see a direct correlation in improvement when we implement peer observations and peer to peer staff discussion in a non-evaluative collaborative way.</p>	<p>No additional cost</p>

**Initiative 1.2:** Ensure further instructional improvement in Mathematics.



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Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Chaffee staff will further unpack the Math Standards and re-evaluate our current tools (Envisions) and develop work groups to focus on math and math instruction.	ILT, Possible MTSS or Math Consultant Central Office support Administration	Create times where ILT discuss and focus solely on Math Review Math lessons (peer to peer) and coaching model Review Math Lesson plans with ILT	November 2019- June 2020	Chaffee will see improvement in all Math areas using current assessments and potentially develop new assessments in this area.	TBD (assessments) TBD as we re-visit Envisions Math
Review current Math Map using ATLAS and evaluate strengths and weaknesses to enhance and develop “best practices” in Math.	ILT, Possible MTSS or Math Consultant	At Math ILT the ATLAS will be the focal point to determine areas of need	November 2019- June 2020	Math resources and standards based units will be uploaded into ATLAS with regular review and adaptations.	No additional cost

**Objective 2:** Continue to develop a data-driven culture that builds school capacity to monitor all improvement efforts and to



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make data based decisions.

**Initiative 2.1:** Develop a comprehensive approach to measuring student growth to include both formative and summative assessments.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
Collaborate as grade level teams and (ILT) to review and reflect on common assessments and results in all academic areas.	ILT, Administration, Title 1, Teaching Staff	ILT notes Data walls and charts measuring progress and areas of need ATLAS Map areas will reflect changes in practices due to data observation.	September 2019-June 2020	Data will be utilized to discern best practices within the classrooms. Data will indicate and assist in shifting of teaching.	No Additional cost (assuming continuation of current data resources)
Design and implement action plans to address identified strengths and weaknesses based on all assessment results.	Teaching staff Title 1 ILT Administration Technology team	Data will drive changes to all instruction Review of lesson planning Classroom observations and data meetings.	September 2019-June 2020	High quality instruction allowing for interventions as needed Improved student achievement at all levels	No additional costs
Provide addition professional development with the purpose of assisting all staff in reviewing data and student work.	PD committee Administration Central Office Technology support	PD offering that will directly relate to the review of data and more importantly how to utilize that data to refine instructional practices.	September 2019-June 2020	High quality instruction allowing for interventions as needed Improved student achievement at all levels	PD Cost tbd



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**Initiative 2.2: Further develop current and alternative data sources to enhance instruction.**

<b>Activities</b>	<b>School Personnel Responsible</b>	<b>Benchmarks</b>	<b>Timeline</b>	<b>Final Outcomes</b>	<b>Cost</b>
Participate in building data team meetings to review all sources, then implementing an action plan for adjustment to practice such as RTI groups, re-teaching, & mini-lessons.	Administration ILT Title 1 Coach MTSS Support	Data Results Audit to review all of our data and discern if we have duplicate sources, or lack areas for further support  (*Key area for this year will be Mathematics)	September 2019-June 2020	Common understanding & analysis of student data and what instructional changes are needed according to information gained Lesson planning will show evidence of data driven instruction AND to provide timely and specific feedback to students regarding these data.	No Additional Cost
Review ALL data sources and tools currently utilized at Chaffee (and within District) to determine effectiveness.	Administration ILT Title 1 Coach MTSS Support	Utilization of protocols for data review (ILT notes and evidence of protocols kept for analysis)	September 2019-June 2020	From full data review, Chaffee will map out a plan to create a full assessment calendar for use throughout the next several years. Professional Development will be adjusted as needed to enhance the use of all data tools.	TBD (PD)



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**Objective 3:** Increase the school's capacity to provide targeted interventions and differentiated, rigorous learning opportunities for all students.

**Initiative 3.1:** (Academic) Develop additional Response To Intervention strategies to provide all needed supports for students.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
In ELA Chaffee will begin utilizing Leveled Literacy Intervention by F and P in addition to our current intervention tools with guided reading and Foundations.	Title 1 Coach Teaching Staff Support Staff	Fluid grouping Data charts describing needs and supports Scheduling of RTI blocks	November 2019- June 2020	High quality instructional practices that allows for interventions as needed and Improved student achievement at all levels.	LLI kits to support intervention may have additional costs
In Mathematics Chaffee will search for intervention tools which will support students with Tier 2 and Tier 3 needs.	ILT Title 1 Coach Teaching Staff Support Staff	Mat focus from ILT agendas to discern what further supports are required for all students	September 2019- June 2020	By the end of the school year, Chaffee should have plans to support RTI in Math (much like it already has for ELA).	TBD- possible future cost of interventions



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**Initiative 3.2:** (Social Emotional) Develop additional Response To Intervention groups to provide all needed supports for students.

Activities	School Personnel Responsible	Benchmarks	Timeline	Final Outcomes	Cost
<p>Just like the academic realm, students have social and emotional needs that also require direct interventions. The entire staff at Chaffee will further their understanding and abilities to support all students.</p>	<p>All Staff</p>	<p>Continue to develop strong SEL initiatives to support students using:            -365Z            -PBIS            -Mindfulness            -SEI Class for Kindergarten            -Second Step Curriculum            -Take space areas            -Trauma Sensitive Learning supports</p>	<p>September 2019-June 2020</p>	<p>Every child at Chaffee will be fully supported and their social and emotional needs will be monitored and supported on the same level as their academic needs.</p>	<p>No Additional Cost</p>