



## A.M. Chaffee School School Improvement Plan 2018-2019

***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, focused on both early literacy and numeracy, while educating the “whole child” with social-emotional supports in place, established in a community with high academic and behavior expectations, students will be engaged and learn at proficient and advanced levels.

### **Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

Initiative 1.1: Continue to develop a common understanding of high-quality instruction and the academic language that describes it; committing to high-yield instructional practices.

Initiative 1.2: Continue incorporating the 3 ELA Shifts into the daily instruction at Chaffee School.

Initiative 1.3: Continue to unpack and incorporate the instructional shifts required for success in mathematics.

### **Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data-based decisions.**

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

Initiative 2.2: Continue to analyze and utilize relevant data to increase student outcomes.

### **Objective 3: Increase capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.**

Initiative 3.1: Continue to build instructional capacity of teachers to ensure all students can access and approach challenging curriculum.

Initiative 3.2: Continue to develop and implement research-based, targeted interventions to support students with academic and social-emotional needs.

Initiative 3.3: Develop an array of enrichment programs that will provide accelerated learning opportunities. (drawing on student achievement data)

**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

**Initiative 1:** Develop a common understanding of high-quality instruction and the academic language that describes it; committing to high-yield instructional practices.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Create a master schedule that includes uninterrupted Math and ELA blocks and allows for PLC time as well as ILT flexibility	Principal, Admin. Team, Hill for Literacy	Summer 2018	Fall 2018	Master Schedule	Solid Master Schedule, ILT & PLC at Chaffee
Provide PD and coaching on creating effective lesson plans and conducting effective lessons and that increase engagement and accountable talk	Principal, Teachers ILT, secondary sources as needed	Early Spring 2017	June 2019	Walk-through observations, learning walks, lesson plan reviews, PD agendas	Common Understanding and high-yield instructional practices High Student Achievement
Conduct formal learning walks and instructional rounds using ILT developed checklists to provide high-quality feedback around best practices	Principal, District Admin. Team, ILT	Fall 2018	June 2019	Walk-through observations, feedback & professional dialogue	High student engagement and achievement

**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

**Initiative 2:** Continue incorporating the 3 ELA Shifts into the daily instruction at Chaffee School.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Continue implementation and PD of close reading strategies across all content areas.	Teachers, Principal, ILT	Fall 2018	June 2019	Walk-through observations, student achievement on common assessments	Advanced understanding of text with increased student achievement
Design and Implement action plans and fluid RTI grouping to address identified strengths and weaknesses based on MAP, Dibels , & Foundations Unit Assessments	ILT, Teachers	Fall 2018	June 2019	ILT notes, RTI grouping reviews, Data tracking meetings	Improved student achievement at all levels

<p>Take a deeper dive into a true balanced literacy platform at Chaffee which includes Guided Reading, Reader's and Writer's Workshop, with greater emphasis on vocabulary development</p> <p>Implement a Balance Literacy model for reading and writing instruction at Chaffee, which includes Guided Reading, Reader's and Writer's Workshop, with greater emphasis on vocabulary development</p>	Principal, Teachers, ILT, Hill for Literacy	Fall 2018	On-going	Walk-through observations, student achievement on common assessments	Advanced understanding of text with increased student achievement
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**Objective 1: Improve student achievement by ensuring access to rigorous curriculum and high-quality instruction.**

**Initiative 3:** Unpack and incorporate the instructional shifts required for success in mathematics.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcome
Collaborate as grade level teams to review and reflect on common assessments and results as part of the PLC process	Grade Level Teams(PLC)	Winter 2018	On-going	PLC minutes, item analysis and shared conclusions	Strategic & targeted instruction improve student outcome
Design and implement action plans to address identified strengths and weaknesses based on MAP & classroom math assessment results	Grade Level Teams (PLC)	Winter 2018	June 2019	Pre- and Post-Assessments	Improved student achievement at all levels
Provide additional PD that addresses math strategies Ex. Greg Tang Math with book study as option	Principal, Teachers	Winter 2018	June 2019	Staff formative assessments, Book Study Notes	High-Quality instruction that impacts student achievement

**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data- based decisions.**

**Initiative 1:** Assess current data points and measures while identifying potential data points and measures.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcome
Collaboration of building-based data team and grade	Grade Level	Late Fall	June 2019	Action Plans	Common

level teams to review data points	Teams and ILT	2018		developed, RTI Groups created for ELA and MATH	understanding and implementation
Further exploration of district tools such as NWEA (MAP) and Amplify Dibels Next, Foundations Unit Assessments and Envisions Math, and utilizing these tools to make instructional decisions.	Principal, ILT, secondary sources as needed (webinars)	Fall 2018	June 2019	Exit Slips from PD, ILT notes, bulletin board or data walls	Common understanding and comprehensive approach for measuring student growth
Continue building-based PD on using data to inform and adjust instruction	Principal, Grade Level Teams, ILT	Winter 2018	June 2018	Staff Exit Tickets, PLC minutes, Lesson Plan display of targeted instruction	Improved student achievement and increased student outcome

**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data-based decisions.**

**Initiative 2:** Develop a comprehensive approach to measuring student growth to include both formative and summative assessments.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Develop fluid “data boards” to show movement of student growth, needs and interventions (staff only)	Principal, Grade Level Teams	Late fall 2018	On-going	Common Assessments, DIBELS, MAP	Student growth and achievement at all levels
Participate in building data team meetings to review and determine assessment effectiveness; implementing an action plan for adjustment to practice such as RTI groups, re-teaching, & mini-lessons	Principal and ILT	Mid-fall 2018	On-going	Results Audit/Review/Action Plan 3x year check points	Common understanding and comprehensive approach for measuring student growth

Collaboration of school-based data team with district data team	Principal, ILT, Hill for literacy	Fall 2016	June 2018	Monthly Meetings and collaboration	Consistent communication and actions to positively impact student learning & achievement
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**Objective 2: Continue to develop a data-driven culture that monitors all improvement efforts and ensures data-based decisions.**

**Initiative 3:** Develop capacity to analyze and utilize relevant data to increase student outcomes.

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcomes</b>
Provide grade level teams time to collaborate in data-driven conversations (PLCs) by hosting school-wide or grade level coverage	Principal, ILT, District Admin Team	Fall 2018	June 2019	PLC Notes and Action Steps	Strategic and targeted instruction resulting in high student achievement
Provide feedback to staff around effective PLCs in order to drive improvement efforts for increased student outcomes	Principal	Fall 2018	On-going	Common understanding & analysis of student work and interventions	Strategic and targeted instruction resulting in high student achievement

<b>Initiative 1:</b> Build instructional capacity of teachers to ensure all students can access and approach challenging curriculum.					
<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcome</b>
Continue to develop and implement a school-wide behavior management system utilizing Responsive Classroom coupled with PBIS strategies	Principal	Summer	Ongoing	Student & Staff Surveys, PBIS implementation tool data	Decreased negative student behavior and increased student achievement
Conduct Parent Meetings & Seminars to communicate school-wide behavior expectations while providing strategies and support	Principal, Secondary supports	Fall 2018	June 2019	Parent Questionnaire and Survey	Common understanding, Collaboration and strong school-home partnership
Conduct training to maintain consistent expectations, rules and responses beyond the instructional setting (i.e. bus transport, Edu-Care, cafeteria)	Principal, and SAC	Fall 2018	June 2019	Walk-through observations, bus behavior reports and staff survey	Common implementation of systematic behavior management system across all areas

**Objective 3: Increase capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.**

**Initiative 2:** Provide research-based, targeted interventions to support students with academic and social-emotional needs.

Activities to Achieve the Outcomes for the Initiative	Who will Lead?	When will it Start?	When will it be Complete?	Benchmarks	Final Outcomes
Continue to develop and implement a systematic approach of assessing and addressing academic and social-emotional needs; compiling data points for targeted interventions	Principal, teachers, SAC	Winter 2018	June 2019	Behavior Ticket data collection 3x year in addition to bus reporting forms	Decrease in negative behaviors, increase in positive behaviors and improved student achievement
Continue to provide building-based PD on becoming a “Safe and Supportive School” by customizing a therapeutic response to student behavior	Principal, SAC	Fall 2018	June 20188	3x year review and evaluation of program effectiveness	Decrease in negative behaviors and increase in positive behaviors

**Objective 3: Increase capacity to provide targeted interventions and differentiated, rigorous enrichment opportunities for all students.**

**Initiative 3:** Develop an array of enrichment programs that will provide accelerated learning opportunities. (drawing on student achievement data)

<b>Activities to Achieve the Outcomes for the Initiative</b>	<b>Who will Lead?</b>	<b>When will it Start?</b>	<b>When will it be Complete?</b>	<b>Benchmarks</b>	<b>Final Outcomes</b>
Collaborate with parents & community members in providing enrichment activities throughout the year	Principal, teachers, PTO	Fall 2018	June 2019	PTO Calendar, Web Page and One - Call	Enrichment learning opportunities for all students
Provide on-going tutoring and/or enrichment clubs to students throughout the academic year	Teachers, parents, community members	Fall 2018	June 2019	Parent/Student/Teacher surveys 2x year	High quality offerings to support or enrich student learning
Continue our Mindfulness work that has begun this year with a goal of increasing lessons to the general education curriculum and into the home	Specialists, Principal, Teachers	Winter 2019	June 2019	Lesson Plans, Home surveys, bulletin boards	Enrichment learning opportunities for all students