

NORTON PUBLIC SCHOOLS
J. C. SOLMONESE ELEMENTARY SCHOOL



SCHOOL IMPROVEMENT PLAN

2015 – 2018

Riitta M. Bolton, Principal

J. C. Solmonese Elementary School Site Council Members:

School Staff	Parents	Community Member
Maureen Allen, Grade 2 Teacher	Alicia Fernandes	Lorinda O'Connell
Riitta Bolton, Principal	Mary Murray	
Jennifer Ryan, Grade 2 Teacher	Tracy Rosebrock	

Norton Public Schools Mission Statement:

Guided by our Core Values, the Norton Public Schools, in an active partnership with the community, provides each student with a quality education fostering personal development and intellectual growth which prepares each student to contribute and succeed in a global society.

Norton Public Schools District Goals:

1. Academic Success for All Students through a rigorous curriculum that is focused on both academics and 21st century skills while preparing students for college and career.
2. Enriching student learning experiences by expanding district programs.
3. Invest in our staff by providing targeted professional development and recruiting and hiring exceptional candidates.
4. Continue to be a source of pride for the community through the maintenance and infrastructure of our buildings and relationships within the Town of Norton.

Coordination and Monitoring:

This school improvement plan will be monitored and coordinated by the J. C. Solmonese Elementary School Principal in conjunction with the School Site Council. This plan will be reviewed with the entire staff in September of 2015 and during monthly staff meetings. During each monthly School Council meeting, the principal shall inform the members of the Council regarding progress made towards goals of the plan.

School Goal #1 – Academic Success for All Students

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps /Evidence</u>	<u>Timeline</u>	<u>Evaluation</u>
<p>To provide high quality instruction and assessment that addresses individual student needs and focuses on closing achievement gaps while preparing all students for success after graduation.</p> <p>To focus instruction with continuous analysis of State, District Determined Measure (DDM), benchmark and formative assessment data.</p> <p>To establish vertical, common K-3 instructional strategies that build upon each other.</p>	<ul style="list-style-type: none"> • Teachers • Principals • Director of Curriculum • Superintendent <ul style="list-style-type: none"> • Teachers • Principals • Director of Curriculum • Superintendent <ul style="list-style-type: none"> • Teachers • Principal • Director of Curriculum 	<ul style="list-style-type: none"> • Increase the school’s Composite Performance Index (CPI) each year for the ELA and Math State tests. The baseline CPI for 2015 was 84.7 for ELA and 83.6 for Math. For 2016, the CPI will increase to 94.5 for ELA and 95.7 for Math. For 2017, the CPI will increase to 95.3 for ELA and 96.4 for Math. For 2018, the CPI for ELA and Math will increase to the target CPI set by the State. • Create a rigorous written curriculum that is focused on both academics and 21st century skills while preparing students for college and career. • On the school website, provide parents/guardians with materials to assist their child at home and provide links to curriculum. • Establish frequent, common formative assessments to target instruction and to increase rigor. • Establish a system for each grade level to track mastery objectives. • Keep technology current so staff has the tools needed to implement instructional strategies. • Promote curriculum consistency between all elementary schools. • Investigate alternative instructional models (walk to read, etc.). <ul style="list-style-type: none"> • Use Common Planning Time (CPT) and Professional Learning Community (PLC) meetings to analyze assessment data; focus on strengths and weaknesses. Work collaboratively to address the areas of concern. • Communicate between grade levels to address areas of concern. • Review assessments every 8-10 weeks to help adjust Response to Intervention (RTI) groupings. • Review and refine RTI process. 	<p>9/16-9/18</p> <p>9/15-6/16</p> <p>9/15-6/16</p> <p>9/15-6/16</p> <p>9/15-6/16</p> <p>9/16-9/18</p> <p>9/16-9/18</p> <p>9/15-6/16</p> <p>9/15-6/18</p> <p>2016-2018</p> <p>2016-2018</p> <p>9/15-6/16</p> <p>9/15-6/16</p> <p>2016-2018</p>	

		<ul style="list-style-type: none"> Establish a systematic way to consult and collaborate across grade levels about curriculum, instruction, assessments and expectations. Identify specific school-wide instructional strategies that support K-3 learning 		
--	--	--	--	--

Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing

School Goal #2 – Enriching student learning experiences by expanding school programs.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps /Evidence</u>	<u>Timeline</u>	<u>Evaluation</u>
To provide students with life experiences to extend learning <u>in the classroom</u> , including increased exposure to STEAM (science, technology & engineering, arts, and mathematics) education and world languages.	<ul style="list-style-type: none"> Teachers Principal Counselor Site Council 	<ul style="list-style-type: none"> Develop programs to challenge students who have mastered grade level curriculum. Expand the practice of grouping students across grade level for math and ELA instruction. Explore the possibility of outside speakers and community members coming to present to classes. Seek grants, or other funding sources, to expand enrichment programs throughout the school year. Contact Wheaton to explore the possibility of students in need of service hours providing STEAM activities for JCS students. 	9/15-6/18 9/15-6/16 9/15-6/18 9/15-6/18 9/15-6/16	
To provide students experiences to extend learning <u>outside of the classroom</u> .	<ul style="list-style-type: none"> Teachers Principal Parents HS Teachers Site Council 	<ul style="list-style-type: none"> Refine and extend the current enrichment program. Investigate the possibility of offering classes in the fall and spring. Promote summer reading throughout the summer via email contact. Explore expanding the HS volunteer program (math already in place) to include the English Honor Society students. 	9/15-6/16 6/16-6/18 9/15-6/18	

Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing

School Goal #3 – Invest in our staff by providing targeted professional development and recruiting and hiring exceptional candidates.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps /Evidence</u>	<u>Timeline</u>	<u>Evaluation</u>
To provide meaningful, high quality professional development that is aligned to District goals to all teachers and support staff.	<ul style="list-style-type: none"> • Teachers • Principal • Director of Curriculum • Director of Technology 	<ul style="list-style-type: none"> • Provide training for teachers on how to integrate technology into classroom instruction in practical, usable ways. • Survey teachers across grade levels to determine what type of building-based professional development would be useful. • Implement study groups based on the staff surveys. • Provide time for teachers within a grade level and across grade levels to collaborate and share ideas. 	<p>9/15-6/18</p> <p>9/15-9/17</p> <p>10/15-6/18</p> <p>9/15</p>	
To institute a formal, multi-step hiring process for all staff.	<ul style="list-style-type: none"> • Teachers • Principal • Counselor • Site Council 	<ul style="list-style-type: none"> • Develop interview questions for all professional positions, including a writing/performance assessment • For each professional position, identify three finalists and ask each to teach a lesson, or interact with children, before final hiring decision. 	<p>9/15-6/16</p> <p>9/15-6/18</p>	

Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing

School Goal #4 – Continue to be a source of pride for the community by building positive school culture and strong relationships with the school community.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps /Evidence</u>	<u>Timeline</u>	<u>Evaluation</u>
<p>To maintain a safe and respectful learning environment.</p> <p>To create opportunities for the community to promote and celebrate student achievement.</p>	<ul style="list-style-type: none"> • Teachers • Principal • Nurse • Site Council • Teachers • Principal • Site Council • SPO 	<ul style="list-style-type: none"> • Implement Responsive Classroom techniques in all homerooms and throughout the school. • Review all safety procedures, including arrival and dismissal routines. • Create a welcome packet for new parents/guardians that includes information on school programs, such a Responsive Classroom, School-wide Expectations, etc. • Keep parents/guardians informed of curriculum and instructional strategies. • Invite parents via email to attend special classroom and school events celebrating various projects (100th Day, Earth Day, Memorial Day, Science Fair, Art Show, etc.) • Post a list of school needs on the website, so that individuals, corporations or other entities can make a targeted gift for a particular item (e.g., iPad, seat balls for students, etc.). • Contact Wheaton to explore the possibility of students in need of service hours providing STEAM activities for JCS students. • Find ways to promote student/parent attendance at school events, such as curriculum nights, the art show, the science fair, concerts, etc. 	<p>9/15-6/16</p> <p>9/15-6/16</p> <p>9/15-6/16</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/16</p> <p>9/16-6/17</p> <p>9/15-6/18</p>	

Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing

School Goal #5- Assess Future Needs.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps /Evidence</u>	<u>Timeline</u>	<u>Evaluation</u>
To survey students, parents and staff on the future needs of the school.	<ul style="list-style-type: none"> • Teachers • Principal • Site Council • Parents • Student Council 	<ul style="list-style-type: none"> • Create a survey. • Administer survey to students, parents and staff. • Report results out to the school community. • Incorporate information in the next School Improvement Plan. 	9/15-6/16 9/16-6/17 6/17	

Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing