

**North Pembroke Elementary School
School Improvement Plan
2017-2018**

North Pembroke Elementary School Council Members

Faculty Representatives

Kathy Lang

Kate Nugent

Elizabeth Woods

Parent Representatives

Carrie Balasco, Lesley Battell, Christine

Christine Falk, and Sarah Rizzitano

Community Representative

Pam Roy

Defining SMART Goals:

A SMART goal is intended to highlight the big picture initiatives while also providing a comprehensive plan that will support the school improvement plans, professional development plans and individual educator plans. All plans, programs and budgets must be explicitly connected to the District Focus Areas and Goals.

For a goal to be considered SMART, it has to be:

- **S**pecific and strategically focused on achieving a significant target
- **M**easurable through benchmarks and date
- **A**greed up and achievable with the resources available
- **R**elevant to the overall goals and realistic to the timeframe and resources
- **T**ime based with intermediary benchmarks and completion dates

Strategies are the specific steps that will be taken to accomplish the goal.

Focus Areas and Goals:

Achievement:

PPS is committed to:

1. Developing transparent and user friendly curriculum maps that support student growth and achievement.
2. Developing a consistent, clearly articulated RTI program PK-12 to identify and support students.
3. Promoting a “growth mindset” culture that is supported by best practices in teaching and learning.

Social Emotional/Health and Wellness:

PPS is committed to:

1. Creating resources, and increase our ability in the identification of students that are at risk social and emotionally.
2. Using consistent practices and common resources for promoting social and emotional competencies in all students through the exploration of programs, standards and curriculum as well as examination of additional programs.
3. Identifying and using Tier 1 and Tier 2 interventions for targeted support of students.

Technology:

PPS is committed to:

1. Providing consistent, reliable and equitable access to technology that supports student growth and achievement.
2. Impacting student growth practices that will prepare our students for citizenship in a digital world.

Communications:

PPS is committed to:

1. Enhancing and strengthening open communication with all members of the community.

North Pembroke Elementary School Improvement Plan

2017-2018

Achievement

District Achievement SMART Goal:

Developing transparent and user friendly curriculum maps that support student growth and achievement.

2017-2018 North Pembroke Elementary School Achievement SMART Goal:

North Pembroke Elementary School will implement consistency in the mathematics, humanities, and science curriculum and utilize data gained from the benchmark assessments to guide instruction.

2017-2018 Strategies:

- Development of a curriculum committee comprised of staff members to meet during faculty meetings for the purpose of analyzing data from multiple sources and identify trends and areas needing ongoing support (Sept 2017)
- Implement Interactive Science curriculum (K-5) and support staff with professional development opportunities with the assistance of the curriculum supervisor. A focus will be on identifying the state standards and linking instruction to those areas (Sept 2017-June 2018)
- K-6 implementation of math benchmark assessments (November, February/March, and May/June) and discuss student progress during grade level meetings and faculty meetings to inform instruction (end of each trimester)
- K-6 implementation of humanities benchmark assessments (November, February/March, and May/June) and discuss student progress during grade level and faculty meetings to inform instruction

Achievement

District Achievement SMART Goal:

Developing a consistent, clearly articulated RTI program PK-12 to identify and support students.

Promoting a “growth mindset” culture that is supported by best practices in teaching and learning.

2017-2018 North Pembroke Elementary School Achievement SMART Goal:

By June 2018 100 % of teachers will implement RTI based supports including but not limited to Lexia reading intervention and one of four identified mathematics intervention resources and incorporate identified intervention strategies into daily practice during the newly established Titan Time.

2017-2018 Strategies:

- By December 2017 the curriculum team at North Pembroke Elementary School will evaluate the effectiveness of Titan Time and provide suggestions for successful implementation to all faculty members during a January 2018 staff meeting and paraprofessional meeting
- Grade level teams will analyze data gained from intervention tools to inform teaching practices (Monthly)
- Grade level Team members will have an opportunity to observe and provide feedback to their peers on the structure of Titan Time within their given grade levels (December 2017-June 2018)
- RTI strategies will be observed by Senior Leadership Team during learning walks at North Pembroke Elementary and specific feedback will be provided to grade level teams for the purpose of improving intervention implementation (ongoing)

Achievement

District Achievement SMART Goal:

Promoting a “growth mindset” culture that is supported by best practices in teaching and learning.

2017-2018 North Pembroke Elementary School Achievement SMART Goal:

The staff at North Pembroke Elementary will increase expectations around student “Depth of Knowledge” and utilize strategies within the classroom that elicit more rigorous thinking from our student body. The students will then display their increased understanding on these higher level-thinking skills as evidenced by their performance on the 2018 MCAS Next Generation assessment.

2017-2018 Strategies:

- Provide professional development to staff regarding “Depth of Knowledge” through activities facilitated by curriculum supervisors and the building principal during weekly grade level meetings. A focus of this work will incorporate looking at student work to demonstrate student higher level-thinking (ongoing)
- Continue the instructional round process utilizing district expertise to reflect on teaching and learning practices Pre K-6 by inviting district curriculum supervisors in for grade level discussions as well as learning walks to identify areas where “Depth of Knowledge” is evident (ongoing)
- Utilize segments of Titan Time during the week to focus on discriminating between differences in question rigor that may appear on state and district benchmark assessments. The purpose of this activity is to expose students to the different levels of question prompts so that they will encounter during the year so that they can formulate answers that satisfy the expectations in demonstrating their knowledge (ongoing)

Social Emotional Health and Wellness

District Social Emotional/Health and Wellness SMART Goal:

Creating resources, and increase our ability in the identification of students that are at risk social and emotionally.

2017-2018 North Pembroke Elementary School Social Emotional/Health and Wellness SMART Goal:

Increase identification strategies to determine students at risk for social/emotional and health and wellness deficiencies and develop action plans to support these learners through the participation of school staff and families.

2017-2018 Strategies:

- Development of a PBIS (Positive Behavior Intervention System) team comprised of staff members to meet during faculty meetings for the purpose of analyzing data from multiple sources and identify trends and areas needing ongoing support (Sept 2017)
- Create and continuously modify behavior programs for social emotional learners and monitor program effectiveness monthly (Sept 2017- June 2018)
- Provide professional development in the areas of social emotional learning including trauma training to school teaching, support staff, and parents (December 2017/January 2018)
- Create a behavior office referral system and monitor the effectiveness of the interventions on a monthly basis (Sept. 2017-June 2018).

Social Emotional Health and Wellness

District Social Emotional/Health and Wellness SMART Goal:

Using consistent practices and common resources for promoting social and emotional competencies in all students through the exploration of programs, standards and curriculum as well as examination of additional programs.

2017-2018 North Pembroke Elementary School Social Emotional/Health and Wellness SMART Goal:

The North Pembroke Elementary School staff will utilize learned social emotional curriculum strategies learned over the past three school years and implement common language among all educators for the purpose of providing consistency in our learners.

2017-2018 Strategies:

- The North Pembroke Elementary School staff will utilize the elements of the Social Thinking curriculum in the approach they take with children in the school setting (Sept. 2017-June 2018)
- The North Pembroke Elementary School staff will utilize techniques learned through the Calm Classroom for the purpose of providing students with self-regulation strategies to support learners at least 2-3 times per day depending on grade level (Sept. 2017-June 2018)
- Students will self-evaluate their feelings and reflect on strategies that they find useful in alleviating the symptoms of stress, anxiety, and emotional dysregulation with the assistance of our mental health team (school nurse, school psychologist, and school social worker) (Ongoing)

Technology

District Curriculum SMART GOAL:

Providing consistent, reliable and equitable access to technology that supports student growth and achievement.

2017-2018 North Pembroke Elementary School Technology SMART Goal:

The North Pembroke Elementary staff will evaluate the effectiveness of our current technology hardware and software and share strategies with each other using professional development meeting times throughout the year.

2017-2018 Strategies:

- Development of a technology committee comprised of staff members to meet during faculty meetings for the purpose of analyzing data from multiple sources and identify trends and areas needing ongoing support. This group will also be responsible for providing ongoing professional development and sharing of best practices among colleagues (Sept 2017).
- Continue to build classroom inventory of student laptop computers for essay development, research, and online curriculum components (Sept 2017- June 2018)
- Partner with the Parent Teacher Organization and various grant initiatives to secure additional devices that are appropriate in meeting our district technology goal (September 2017- January 2018).
- Purchase and disseminate new devices to staff to build a classroom inventory consistent with the district technology plan (2017-2018 school year)

Technology

District Technology SMART GOAL:

Impacting student growth practices that will prepare our students for citizenship in a digital world.

2017-2018 North Pembroke Elementary School Technology SMART Goal:

North Pembroke Elementary School will develop student knowledge in the areas of effective online research, online safety, and digital citizenship for all students.

2017-2018 Strategies:

- Professional development will be provided to students, staff, and parents on the importance of online safety through the assistance of a guest speaker (September 2017).
- Provide training to students within their library specialist period on the use of Google operators (“By using Google Search Operators, you can find exactly what you are looking for quickly and effectively just by changing what you input into the search bar’- Alan November, November Learning) (Ongoing)
- Implement strategies learned through library media instruction when conducting research projects in ELA and social studies (Sept. 2017-June 2018).

Communications

District Communications SMART GOAL:

Enhancing and strengthening open communication with all members of the community.

2017-2018 North Pembroke Elementary School Communications SMART Goal:

All members of the North Pembroke Elementary community will strive to build positive interactions with all stake holders of our school including students, families, and the greater Pembroke community

2017-2018 Strategies:

- Utilization of social media (Facebook, Twitter, etc.) to display the many talents of our students and staff.
- Utilization of social media (Facebook, Twitter, etc.) to inform and update our partners in education of current and upcoming school wide events and participation opportunities.
- Continue to offer community members an opportunity to attend “Coffee with the Principals” throughout different points in the year to understand what is going on in our school community and new district and school initiatives.
- Continue to develop working relationships with the Pembroke Police, Pembroke Fire, and Town of Pembroke Library in bringing rich programming to our students.
- Encourage teacher use of parent friendly social media platforms such as Bloomz, Edmodo and Classroom Dojo to keep parents and family members up to date on classroom instruction.
- Utilize Google Forms in eliciting feedback from various stakeholders. Various topics throughout the school year may include open house, parent/teacher conferences, and enrichment.