

2022-2023

School Improvement Plan
Northern Shores Elementary



STUDENT ACHIEVEMENT & INSTRUCTION-English

Link to Student Achievement & Instruction Fishbone Diagram

Problem Statement(s):

- 1.) Students with disabilities performed significantly lower in Reading (51%) on state performance assessments compared to their peers (80%). (2021-22)
 - a.) 3rd grade students with disabilities Reading performance: 64% on state performance assessment
 - b.) 4th grade students with disabilities Reading performance: 53% on state performance assessment

Link to Student Achievement & Instruction Driver Diagram

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

- 1.) **By June 2023, by providing targeted small group instruction and explicit instruction on executive functioning skills, the reading achievement scores of students with disabilities in grades 3-5 will increase on state performance assessments by 10%.**
 - a.) 3rd grade students with disabilities Reading performance will achieve at least 61% on the state performance assessment
 - b.) 4th grade students (previous 3rd grade) with disabilities Reading performance will increase reading achievement scores on the state performance assessments to 74%
 - c.) 5th grade students (previous 4th grade) with disabilities Reading performance will increase reading achievement scores on the state performance assessments to 63%

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea to Date

<p>1.) Increase teacher capacity to implement strategies to specifically address student deficits in executive functioning.</p> <p>2.) Provide targeted student intervention based on specific deficits in executive functioning.</p> <p>3.) Implement small group instruction focusing on strategy implementation to support comprehension.</p>	<p>School Administrators</p> <p>Teachers</p>	<p>Teacher Data Analysis Sheet-Weekly</p> <p>Student Assessment Data-weekly</p> <p>(All Data will be discussed at CLT meetings weekly)</p> <p>Weekly classroom observations</p> <p>Monthly Meeting Minutes/Agendas</p>	<p>Weekly classroom observations will focus on the integration of specific strategies to support working memory.</p> <p>Meeting Minutes/Agendas</p> <p>Instructional Innovation Plans</p>	<p>Increasing Teacher Capacity:</p> <ol style="list-style-type: none"> Continuing to build teacher capacity about executive functioning strategies <p>Implementation of Strategies in Content Instruction:</p> <ol style="list-style-type: none"> Student assessments were occurring throughout the month of September, therefore, limited the observational feedback available. (Sept. 2022) <p>Targeted Student Intervention:</p> <ol style="list-style-type: none"> Teachers are in the beginning stages of implementing small group instruction. <p><u>Committee Meeting October 12, 2022.</u></p> <p>Working memory is the largest deficit across the 4th grade special education population and based on teacher interviews it seems to be a deficit in 3rd and 5th grade. Overall, students with deficits in working memory also have deficits in the areas of phonic, vocabulary, and comprehension.</p> <p>Fishbone Diagram to identify root causes & Driver Diagram to identify primary and secondary drivers and change ideas.</p>
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Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The leadership team held the first official meeting of the school year. Roles were determined. NSES School Data Summary was reviewed. The Reading Committee completed and shared the SAI 2022-2023 Data Monitoring Protocol (Reading).docx for the month of September.

October: The Reading Committee completed and shared the SAI 2022-2023 Data Monitoring Protocol (Reading).docx for the month of October.

November:

December:

January:

February:

March: .
April:
May:
June:

STUDENT ACHIEVEMENT & INSTRUCTION-Math

Link to Student Achievement & Instruction Fishbone Diagram

Problem Statement(s):

2.) Students performed significantly lower than previous years in Mathematics (61%) on state performance assessments than in previous years.

Link to Student Achievement & Instruction Driver Diagram

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

2.) By June 2023, math achievement scores for all students in grades 3-5 will increase by 5% on state performance assessments. (2022-23)

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea to Date
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High Yield Routines Strategies for solving problems	Classroom math teachers	MasteryConnect common assessments (according to division testing calendar) i-Ready Numbers and Operations scores (according to division testing calendar) Classroom assessments (weekly) (All Data will be discussed at CLT meetings weekly)	Instructional Innovation Plans Observational feedback	September-math lessons with a high yield routine implementation October 19th - iReady PD w/ Curriculum Associates (Heidi Wallace) regarding My Path Data

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The leadership team held the first official meeting of the school year. Roles were determined. NSES School Data Summary was reviewed. The math committee completed and shared the SAI 2022-2023 Data Monitoring Protocol (Math).docx for the month of September.

October: The math committee completed and shared the SAI 2022-2023 Data Monitoring Protocol (Math).docx for the month of October.

November:

December:

January:

February:

March:

April:

May:

June:

Problem Statement:

- 1.) A disproportionate number of male students receive disciplinary referrals as opposed to their female counterparts. (Total Referrals 88; Male Referrals 66; Female Referrals 10) (2021-22)
- 2.) A disproportionate number of black students receive disciplinary referrals as opposed to white students. (Black 50; White 31)

Link to School Safety Driver Diagram

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

- 1.) **By June 2023, the number of male disciplinary referrals will be reduced by 20% through the ongoing development of positive relationships between male students and instructional staff.**
- 2.) **By June 2023, the number of disciplinary referrals for black students will be reduced by 10% through the ongoing development of positive relationships between black students and instructional staff.**

<p>Change Idea <i>(strategies to be implemented)</i></p>	<p>Person(s) Responsible for Implementation & Monitoring</p>	<p>Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i></p>	<p>Measures <i>(how will we know if the change idea is being implemented and having an impact)</i></p>	<p>Description of Outcomes/Findings Resulting from the Change Idea</p>
<p>Continue to conduct 15 minute Morning Meetings to address specific behaviors.</p> <p>Present the “Dolphin Cove” to review school expectations and PBIS initiatives to students.</p> <p>Identify mentors for students who would benefit from a staff mentor.</p>	<p>School Administrators</p> <p>Teachers</p> <p>Mentors</p> <p>PBIS team</p>	<p>Classroom Observations-daily</p> <p>SEL Daily Check-In (daily)</p> <p>Staff and Student Surveys (quarterly)</p> <p>PBIS data (monthly)</p> <p>Mentor feedback-monthly</p>	<p>School Administrators will conduct weekly classroom observations to ensure the morning meetings are continuing and to ensure students are engaged in the process.</p> <p>Percent of students responding with positive agreement to questions during the fall and then in the spring on the survey.</p> <p>Feedback from Mentors</p>	<p>September Discipline Referral total (7)</p> <p>Tier 1 Data NSES 2022-2023 Tier 1 Data</p>

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Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The leadership team held the first official meeting of the school year. Roles were determined. NSES School Data Summary was reviewed. (7 total referrals in September).

October:

November:

December:

January:

February:

March:

April:

May:

SCHOOL CLIMATE & CULTURE-Staff Perception Survey

Link to School Climate & Culture Fishbone Diagram

Problem Statement:

1.) Only 33% of the staff believed that staff morale was high in the 2021-2022 SY.

Link to School Climate & Culture Driver Diagram (page 11)

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

1.) By June 2023, 75% of staff will agree and/or strongly agree that staff morale is high.

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea
Morale Building Events	Pep Squad	Teacher Climate Surveys These will be given quarterly.	Staff response will increase as evident in the surveys, and activities implemented will be aligned with increasing staff morale	First initial survey will be sent in October as a baseline
Weekly Staff Check-Ins Dolphin Tales Folder	Administration and Teachers	Google Form for Weekly Check-Ins	Results from the Staff Check-ins are monitored and reviewed weekly by the Principal and Assistant Principal. Admin reaches out to teachers regarding areas of concern. Teachers are also able to “shout out” their peers. The “shout outs” are added to the following Dolphin Tales.	September 2022 Staff Check in perceptions were improved when compared to September 2021.

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The leadership team held the first official meeting of the school year. Roles were determined. NSES School Data Summary was reviewed. The committee plan is attached for review Pep Squad committee plan Staff morale monthly activities

October:

November:

December:

January:

February:

March:

April:

May

COMMUNITY ENGAGEMENT & COMMUNICATION-Parent Perception Survey

Link to Family & Community Engagement Fishbone/Driver Diagram

Problem Statement:

1.) Community Perception of their Involvement in the school (volunteer opportunities) was 76%.

Link to Family & Community Engagement Driver Diagram (page 12)

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

1.) By June 2023, community involvement in the school will increase by 10% as indicated by parent responses on the school climate survey. (2022-23)

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea
Monthly Family/Community Engagement Events	Committee Chairpersons PTA	Monthly Family/Community Participation numbers Family/Community Engagement Events 2022-2023	Parent Surveys	<u>September:</u> Open House <u>October-</u> Student of the Month Ceremony- Total parent participation (135)/90 in person and 45 online <u>November:</u> Family Reading Night. Approximately 45 people attended.

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/minutes should also be provided):*

September: The leadership team held the first official meeting of the school year. Roles were determined. NSES School Data Summary was reviewed.

October: United Way dress-up days, PTA/parents donated pumpkins for Pumpkin Math FCE 2022-2023 Data Monitoring Protocol.docx

November: Family Reading night, Fall Festival

December:

January:

February:

March:

April:

May:

June: