



**Ashby Elementary School Improvement Plan
2015-2016**

Members

Diane Bjornson – Parent

Natalie Brown – Parent

Susan Clement – Community Member, Co-Chair

Anne Cromwell-Gapp – Principal, Chair

Jessica Harrington – Teacher

Stephanie Thompson – Teacher

School Mission:

Our mission is to provide students with the highest quality educational opportunities in a safe and secure environment. We strive to foster individual academic success and social growth, through a partnership with students, staff, families and community.

School Vision:

Our school promotes a safe learning environment that understands that all students can learn and succeed, each in their own way.

Our school fosters a love of learning by promoting high expectations for each student.

Our school provides a standards-based curriculum that supports all learning styles which evolve through ongoing assessment.

Our school believes that respect and communication are the building blocks of a well-balanced community. Respect for diversity and self will help us achieve academic excellence.

We continue to utilize our code of conduct, which is based on our core values of responsibility, integrity, caring, citizenship, and communication which stem from respect.

Priorities

1. We will strengthen our use and understanding of data to inform our instructional decisions.
2. We will create a guaranteed and viable curriculum to ensure consistency in student expectations.
3. We will strengthen our leadership supports within the district and at each building.
4. We will adhere to the intent of our evaluation system as a vehicle for collaboration, growth, and reflection.
5. We will enhance our professional culture to maximize the expertise of our staff within structures of collaboration.

EOY Student Benchmarks

- We will establish baseline scores for third and fourth grade student writing in the fall, and set student goals based on program expectations and student needs.
- Given our student MCAS data, we as a school need to reduce the achievement gap in open responses between males and females, and ensure that all questions are answered fully.
- Students will improve their writing scores on two on-demand writing assessments by one point, using the rubric included in the *Writing Units of Study*.
- All students in kindergaarten and first grade will obtain a score of 80% or higher on each of the *Foundations* Benchmark Assessments given throughout the course of the school-year.

PRIORITY 1

Strengthen our use and understanding of data to inform our instructional decisions

Strategic Initiatives

1. We will hold a 45-minute Professional Learning Community once a week so that grade levels can meet to discuss curriculum, look at student work, and analyze data to improve instruction.
2. We will use MVAR, a data analysis platform to review last year's teaching, and set goals for next year.

Indicators of Success

We will collect student work and use common grade level assessments to monitor growth.

We will establish common grade level writing assessments with a focus on closing the achievement gap between males and females.

We will show growth on both formative and summative assessments in ELA and math.

Key Action	Person(s) Responsible	By When	Resources	Comments
Create an AES Data Leadership Team that will look at school data to improve instruction.	Building Principal	September 2015	Specialists' schedules Common assessments Common planning time	

Protocols will be used to review student work to ensure consistent and high level instruction.	Building Principal/Grade Level Teams	October 2015	Time	
We will meet with our Instructional Data Coach once a month during our PLC time to discuss patterns and trends.	Grade Level Teams / Administration	November 2015	Time and scheduling	
Third and fourth grade math teachers are piloting the DESE protocols through the expansion project.	Grade 3 and 4 Teachers	September 2015	DESE website	In 2016/2017 roll out with the entire AES staff

PRIORITY 2

Create a guaranteed and viable curriculum to ensure consistency in student expectations

Strategic Initiatives

1. Implement *Foundations* in kindergarten and first grade to address phonics, handwriting, and spelling.
2. Implement Writer's Workshop through our work with Teachers for Teachers in all classrooms K-4.
3. To continue to use MKEA to assess cognitive and social growth in our kindergarten classes.

Indicators of Success

All students in kindergarten and first grade will obtain a score of 80% or better on each of the *Foundations* benchmark assessments given throughout the course of the school-year.

Observation of daily student writing, focusing on stamina and quality.

Documentation of the MKEA required elements.

Key Actions	Person(s) Responsible	By When	Resources	Comments
Train one kindergarten and first grade teacher in <i>Foundations</i> .	Principal	Summer 2015	PD funding	
Each grade-level trainer trains the rest of the grade level in <i>Foundations</i> to be able to implement during the 2015-2016 school-year.	Principal K Trainer Grade 1 Trainer	September 2015	Time	
Purchase needed manipulatives (letter tiles, magnetic board, consumable workbook) to ensure consistent roll out of the program across the district.	Principal	September 2015	Funding	
Monitor (through built-in assessments) that 100% of students will score 80% or higher on the <i>Foundations</i> benchmark assessments.	Classroom Teachers/ Building Principal	2015-2016	Time	Mid-unit checks as well as end of unit checks with specific interventions for those students who do not meet the 80%

				benchmark performance score.
AES will implement Writer's Workshop in all classrooms K-4. Each daily writing workshop will be roughly 30-45 minutes.	Teachers	September 2015	PD days PLCs Writing samples Rubrics	
AES will support students in their social and emotional growth.	Principal Teachers PTC	Ongoing	MKEA Program BOKS Learning in Motion	

PRIORITY 3
Strengthen our leadership supports within the district and at each building

Strategic Initiatives
Create an AES data team.

Indicators of Success
Using data to create action plans to address student needs.

Key Actions	Person(s) Responsible	By When	Resources	Comments
Invite staff members to be part of the AES Data Team.	Building Principal	September 2015	Time	

Introduce entire faculty to MVAR, a data analysis platform that will break down students' MCAS scores in ELA and Math.	Principal Data Specialist	Fall 2015	Funding	
AES Data Team to meet with district team to develop consistent data practices.	AES Data Team / Administration	2015-2016		

PRIORITY 4
Adhere to the intent of our evaluation system as a vehicle for collaboration, growth, and reflection

Strategic Initiatives	
1. Through our teacher evaluation system, teachers will work either individually or in a group identify 4-5 pieces of evidence that reflect student growth over the course of the year (4 educator specific measures and one common assessment to come up with a student impact rating).	

Indicators of Success
Grade level groups will meet to calibrate measures of growth.
All teachers will have, at a minimum, a moderate student impact rating.

Key Actions	Person(s) Responsible	By When	Resources	Comments
Continue to reflect on teachers self - assessments and SMART goals with one professional and one student focused goal.	Building Principal	October 2015	Teachpoint PLCs Time	
Use of student impact ratings as part of the teacher evaluation system	Building Principal	September 2015	Teachpoint PLCs Time	

PRIORITY 5

Enhance our professional culture to maximize the expertise of our staff within structures of collaboration

Strategic Initiatives

1. ELA, Math, and Social Studies Teacher Leaders will continue to map curriculum to align with Common Core standards.
2. District Math Leaders will continue to build grade level curriculum maps to pilot in their own classrooms with a roll out of the scope and sequence changes anticipated in 2016-2017.

Indicators of Success

Updated ELA, Math, and Social Studies maps.

Key Actions	Person(s) Responsible	By When	Resources	Comments
Updating faculty on changes to curriculum.	Building Principal/ Teacher Leaders	Monthly	Time Substitutes	To be done during monthly faculty meetings.