School Improvement Plan

School Year 2016-2017 John Hannigan Elementary School Kerry Kennedy, Principal Karen Burton, ESL Karen Curran, Reading Specialist Daniel Viegas, TLS Kris Welchman, SAC

Section 1. Set goals aligned to the AIP

(a) Goals for student outcomes

<u>ELA</u>

Based on 2016/2017 STAR screening report (MA PARCC) BOY results:

Grade 2 will need to move **17** students collectively from Levels1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 2 students
- Level 3 to Level 4 1 student
- Level 4 to Level 5 1 student

Grade 3 will need to move **16** students collectively from Levels 1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 2 students
- Level 2 to Level 3 2 students
- Level 3 to Level 4 1 student
- Level 4 to Level 5 1 student

Grade 4 will need to move **15** students collectively from Levels 1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 1 student
- Level 3 to Level 4 2 students
- Level 4 to Level 5 1 student

Grade 5 will need to move **13** students collectively from Levels 1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement.

Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 2 students
- Level 3 to Level 4 2 students
- Level 4 to Level 5 1 student

* By MOY, 60% of students in grades 2-5 will need to demonstrate growth by 1 grade level as measured by STAR.

** By EOY, 80% of students in grades 2-5 will need to demonstrate growth by 1 grade level as measured by STAR.

Mathematics

Based on 2016/2017 STAR screening report (MA PARCC) BOY results:

Grade 2 will need to move **19** students collectively from Levels1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 2 students
- Level 3 to Level 4 1 student
- Level 4 to Level 5 1 student

Grade 3 will need to move **15** students collectively from Levels 1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 1 student
- Level 3 to Level 4 2 students
- Level 4 to Level 5 1 student

Grade 4 will need to move **16** students collectively from Levels 1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 2 students
- Level 3 to Level 4 2 students
- Level 4 to Level 5 1 student

Grade 5 will need to move **17** students collectively from Levels 1-3(Warning/Needs Improvement) to Levels 4-5 in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category:

- Level 1 to Level 2 1 student
- Level 2 to Level 3 2 students
- Level 3 to Level 4 1 student
- Level 4 to Level 5 1 student

* By MOY, 60% of students in grades 2-5 will need to demonstrate growth by 1 grade level as

measured by STAR. ** By EOY, 80% of students in grades 2-5 will need to demonstrate growth by 1 grade level as measured by STAR.

DIBELS

Based on 2016/2017 DIBELS EOY results:

Kindergarten will need to move **12** students collectively from Below (3 students)/Well Below (16 students) to Benchmark in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category, **2** students will need to move from Well Below Benchmark to Below Benchmark and **1** student will need to move from Below Benchmark.

Grade 1 will need to move **20** students collectively from Below (3 students)/Well Below (16 students) to Benchmark in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category, **4** students will need to move from Well Below Benchmark to Below Benchmark and **1** student will need to move from Below Benchmark to Benchmark.

Grade 2 will need to move **11** students collectively from Below (3 students)/Well Below (16 students) to Benchmark in order to meet 40% reduction of students in Warning and Needs Improvement. Additionally, to meet 10% of all students moving in each category, **2** students will need to move from Well Below Benchmark to Below Benchmark and **1** student will need to move from Below Benchmark to Benchmark.

* By MOY, 60% of students in Kindergarten and Grades 1-2 will need to demonstrate growth as measured by DIBELS.

** * By EOY, 80% of students in Kindergarten and Grades 1-2 will need to demonstrate growth as measured by DIBELS.

Classroom Level:

- DIBELS progress monitoring and benchmark results will be tracked through mClass. Progress monitoring will be conducted *according to district calendar*. **Kindergarten and grades 1, 2**
- Teacher maintained folders: (STAR assessments, Pearson baseline data/Topic Assessments). Teachers will record weekly testing (Reading Street, Envisions) <u>weekly</u> on tracker provided by district.
- STAR progress monitoring will be administered on a <u>4-week cycle (ELA/Math)</u> and student growth will be evaluated

Grade Level:

 Common Planning Teams (CPT) will meet <u>weekly</u> and analyze STAR reports, DIBELS, and Pearson assessments to determine high priority concerns and high risk students to develop a reteach and exit tickets. Post assessment will be revisited to determine need for further course of action. Additionally, LASW (looking at student work) protocol will be followed, with emphasis on writing.

School Level:

- School Instructional Leadership Team (SILT), including a representative from each grade level, will meet <u>weekly</u> to address school wide focus. Benchmark and formative assessment measures will be used to determine effectiveness of messaging and modifications for success. Focused Schools will be a channel for developing focus.
- Instructional Support Team (IST), including a representative from each grade level, will meet <u>weekly</u> to address individual high risk students' needs and necessary supports. Data will consist of district and common formative assessments.
- Office data wall, will reflect STAR (2-5) and DIBELS (K-2) benchmark screening reports and revisited/adjusted after <u>4-week</u> progress monitoring cycles.

(b)

(a) *Progress in 2015/2016*

(b)

According to 2015/2016 EOY Galileo posttest reports, John Hannigan achieved 75% proficiency or more in the following standards:

<u>ELA</u>

Grade 2					
icient					

Standard Percent of Students Proficient			
MA.RI.3.6	75.51%		
MA.RI.3.7	83.67%		

Grade 4

Standard	Percent of Students Proficient				
MA.RI.4.7	76.74%				

Grade 5					
Standard	Percent of Students Proficient				
MA.RL.5.5	75.68%				
MA.RI.5.7	83.78%				

Mathematics

Grade 2

Standard	Percent of Students Proficient
MA.2.OA.2	95.92%
MA.2.OA.3	81.63%
MA.2.OA.4	83.67%
MA.2.NBT.1a	89.80%
MA.2.NBT.2	83.67%
MA.2.NBT.6	75.51%

Standard	Percent of Students Proficient		
MA.3.OA.1	91.84%		
MA.3.OA.2	91.84%		
MA.3.OA.3	91.84%		
MA.3.OA.4	89.80%		
MA.3.OA.7	91.84%		
MA.3.NBT.1	74.51%		
MA.3.NBT.2	83.67%		
MA.3.NF.1	100.00%		
MA.3.NF.2a	85.71%		
MA.3.MD.2	81.63%		
MA.3.MD.4	93.88%		
MA.3.MD.5	81.63%		
MA.3.MD.7d	91.84%		

Grade	4
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Standard	Percent of Students Proficient			
MA.4.NF.1	77.27%			
MA.4.NF.3a	79.55%			
MA.4.NF.3b	95.45%			
MA.4.NF.5	77.27%			
MA.4.NF.6	79.55%			

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Standard	Percent of Students Proficient				
MA.5.OA.1	83.78%				
MA.5.OA.3	78.38%				
MA.5.MD.3	81.08%				
MA.5.MD.5b	83.78%				

DIBELS

According to 2015/2016 mClass DIBELS reports, **Grade 2** increased by 18% students Well Below/Below benchmark to benchmark, from 54% to 72% proficient in composite score.

Accountable Talk

According to principal observations, John Hannigan students across all grade levels have improved accountable talk/Socratic discussion, intensifying orally the depth of conversation across all content areas.

(b) Struggles in 2015/2016

(b)

According to 2015/2016 mClass DIBELs data, **Grade 1** made no percentage increase in moving Well Below/Below Benchmark students to Benchmark in composite score (59% proficient, BOY to EOY). A consideration in deficits may be attributed to Hannigan kindergarteners being assigned to a different school, thus lacking weekly IST interventions at John Hannigan School at the kindergarten level before entering first grade and lack of performance reports. The incoming first grade remains a serious concern, according to mClass DIBELS data for 2016/2017.

According to PARCC data, John Hannigan School made no gains in the area of ELA, with emphasis on writing. Math gains were minimal (1%). A clear delineated intervention between writing in response to text and (narrative, expository, and opinion/argument) writing is needed to address these concerns.

According to 2015/2016 Galileo intervention reports:

Grades 2-5 struggles in determining central messages and themes in literature (Key Ideas and Details) and main ideas in informational text. Additionally, an area of concern is describing in depth characters, settings, and plot, including summarization of texts, in one text or when comparing similar texts. Oral explanations are proficient, but a struggle is to put thoughts to print.

An overarching theme in mathematics across all grade levels is the lack of proficiency in solving multistep word problems. There is a struggle with multiplication and division of whole numbers and fractions.

Per 2015/2016 MCAS data, John Hannigan struggled in **science**, with no students in the advanced category as opposed to 3 the year before:

Proficient or higher		Adva	anced	Proficient		Needs Im	provement	Warning/	Failing
school	state	school	state	school	state	school	state	school	state
31	47	0	16	31	31	50	38	19	14

For the 2016/2017 school year, a challenge is in assimilating the new pre-K and kindergarten grades to John Hannigan. Additionally, a purposeful focus will be on grades 1 and 4 due to four new teachers at those positions. A mentor teacher is assigned to these new teachers and a PBIS plan is under development for socio-emotional issues amongst students.

A reading specialist and two ESL teachers will intervene to address ELA/EL issues and phase 3 of Focused Schools will help in the areas of writing and messaging.

For 2016/2017, PBIS will be in stage two of implementation. A PBIS team will attend professional development and deliver PD to staff regarding strategies and protocols. Positive Behavior Intervention Supports will include a set of strategies and systems to increase the behavior management capacity at John Hannigan Elementary School, especially in reduction in school disruption (disciplinary referrals).

Section 3. Develop strategies/actions to address focus areas

Primary Focus Area:

• Writing: A school-wide effort to increase all students' proficiency in writing reflected across all content areas with a purposeful focus on response to text, as well as narrative, opinion/argument, and expository writing, as measured by STAR testing and College and Career Readiness Assessments.

2-3 Secondary Focus Areas:

- **English Language Learner Supports:** A narrow set of evidenced-based practices will be implemented in every class, every day to support ELL students.
- **Social-Emotional Supports:** Supports for students experiencing social-emotional issues, addressing the needs of students living with history of trauma. Building a trauma sensitive school support system is a goal through PD with PBIS and interactions between staff, students and families.
- **Science:** A school-wide effort to increase all students' proficiency in science, with integration into writing; note booking as part of the scientific process.

#1 Primary Focus Area: <u>*Writing*</u>: A school-wide effort to increase all students' proficiency in writing across all content areas with a purposeful focus on response to text, as well as narrative, opinion/argument, and expository writing, as measured by STAR testing and College and Career Readiness Assessments.

New supports for 2016/2017 school year:

- Full-time TLS for ELA and mathematics
- Full-time reading specialist
- Additional full-time ESL teacher (2)
- 1.5 SPED teachers
- Weekly common planning time

Activities	Person(s) Responsible	By when
Common Planning Teams (CPTs) will analyze STAR reports,	Principal	On-going,
DIBELS, and Pearson assessments to determine high	TLS	weekly
priority concerns and high risk students in order to	Grade level teams	
differentiate instruction by instructional focus, strategic,	Reading Specialist (as	
on level, and advanced group supports. Teams will	needed)	
develop targeted lessons and formative assessments.	SPED (as needed)	
Data Tracking System, as outlined in Section 1B, will be	Principal	On-going, as
used to track student progress in order to differentiate	Grade Level Teams	dictated by
instruction, reteach, and determine purposely focused	IST	district and
small groups.	ILT	formative
		assessments

APE (Answer, Prove, Explain) will be modeled and implemented during instruction when responding to text across all content areas.	Classroom Teachers Reading Interventionist ESL teachers SPED teachers	daily
TLS will provide targeted teacher support , following RBT model	TLS	as dictated by coaching cycle
School -wide common writing assignment will be administered in the areas of narrative, opinion/argument, and expository writing in order to gauge classroom trends and areas of need for reteach and focus.	Principal Reading Specialist Classroom Teachers	Trimester
Principal will monitor classroom instruction and student learning, focused on priority areas from the instructional framework and provide growth-producing feedback.	Principal	On-going
Note booking , as part of the scientific process, will be implemented across all grade levels in Science	Classroom Teachers	On-going
Select 21st Century Program classes will address writing as extended support, as outlined by required classroom descriptors	21 st Century Teachers	Monday- Thursday, Weekly

#2 Secondary Focus Area: <u>English Language Learner Supports</u>: A narrow set of evidenced-based practices will be implemented in every class, every day to support ELL students.

New supports for 2016/2017 school year:

• Additional full-time ESL teacher (2)

Activities ACCESS Testing Analysis will be conducted to create an action plan based upon students' scores for each section. Clear communication will be established between classroom teachers, reading interventionist, and ESL teachers to derive ESL strategies based on classroom needs.	Person(s) Responsible Classroom Teachers ESL Teachers Reading Interventionist	By when On-going
Communication with families will be attempted in native language and English, including verbal and written correspondence	bi-lingual staff Parent Support Liaison	On-going
Graphic Organizers will be taught to students as support tools (e.g. Frayer model, Venn Diagram, Bloom's Questioning Book Marks/sheets for accountable talk)	Classroom Teachers ESL teachers SPED teacher Reading Interventionist	On-going
<i>Close Reading</i> will be modeled by teachers and demonstrated by students	Classroom Teachers	Daily
Visual Models of instructions will include pictures, diagrams, and images to help connect thinking to writing. Additionally, classroom labeling of common school objects in English will be implemented to associate object to word.	Classroom Teachers ESL Teachers	Daily
ESL teachers will follow SEI protocols in assessing and teaching EL students	ESL Teachers	Daily

#3 Secondary Focus Area: Social-Emotional supports

New supports for 2016/2017:

• Full-time SAC

Activities	Person(s) Responsible	By when
Responsive Classroom and PBIS strategies integrated into	Classroom Teachers,	Daily
daily classroom structures.	School Adjustment	
	Counselor (SAC),	
	Principal	
PBIS team created to support school-wide initiatives	Classroom Teachers,	Daily,
surrounding students' social-emotional health and norm	SAC,	
expectations for behaviors across the school	Principal	
•	Nurse,	
	PlayWorks Coach	
PBIS baseline data will be collected to reduce off-task	Classroom Teachers,	Monthly
behaviors and progress monitor behavioral expectations,	Support Staff,	,
with a reduction in student discipline and increase in	SAC,	
student success in all areas of the day: Classroom,	Principal,	
specialists, cafeteria, hallway and bus expectations	PlayWorks Coach	
PlayWorks support from monthly On-site PlayWorks	Coach Caitlin Whited	Monthly
Coach; including <i>recess assessments</i> for student success		,
and collection of baseline data		
PlayWorks games and activities taught by classroom and	Coach Caitlin Whited,	Weekly
specialist teachers to be used at recess and for brain	Classroom Teachers	,
breaks	Support Staff,	
	SAC,	
	Principal	
Weekly Student Shout-Outs for improvements in	Classroom and Support	Weekly
academics, social-emotional or behavioral areas	Staff,	
	SAC,	
	Principal	
Visual supports for expectations posted throughout the	Classroom and Support	On-going
school-pictures of students modeling desired expectations	staff,	en genig
in action	SAC,	
	Principal	
Sea Star Awards-monthly student awards supporting	Classroom Teachers,	Monthly
selected characteristics: Cooperation, Respect, etc.	Support Staff,	wontiny
	SAC,	
	Family Liaison	
	-	
Class Dala prograss manitoring for students' avaastations	Principal	Daily
<i>Class DoJo</i> progress monitoring for students' expectations	Classroom Teachers,	Daily
shared with families and updated daily	Support Staff,	
	SAC,	
	Principal,	
	Family Liaison	

	Families	
Creation of PTO for family involvement in school and	Classroom Teachers,	Monthly
addition of parent to ILT/IST teams	Support Staff,	
	SAC,	
	Nurse,	
	Principal,	
	Family Liaison	
	Families	
Parent Cafés will be held monthly to support and educate	SAC,	Monthly
families about educational and social-emotional needs and	Principal,	
provide a support network for all families	Family Liaison,	
	Families	
Select 21st Century Program classes will address socio-	21 st Century Teachers	Monday-
emotional extended support, as outlined by required		Thursday,
classroom descriptors		weekly

• **#4 Secondary Focus Area:** *Science:* A school-wide effort to increase all students' proficiency in science, with integration into writing; note booking

Activities	Person(s) Responsible	By when
Teachers will model and implement scientific note	Content teachers	daily
booking into science curriculum		
CPT will reflect LASW; note booking	Principal	Ongoing, as
	TLS	determined
	Content teachers	by team
Data Analysis of MCAS in content standards	Principal	Trimester
	TLS	
	Content Teachers	
Sea Lab will support grade 4 and 5 students in target	Sea Lab Staff	As indicated
standards, as dictated by 2015/2016 Galileo and MCAS		by Sea Lab
data		schedule

(b) Measuring Student Progress

	Benchmark
	Pearson Reading Street/Envisions baseline tests compared to CCR weekly/unit tests, tracked as indicated in Section 1B
What I will see by <u>Nov. 1</u> to know that students are on track to meet	DRA2 Assessment for students not on level/advanced (based on baseline testing)
the end-of-year goal	DIBELS progress monitoring
	STAR Progress monitoring
	STAR testing comparison data BOY-MOY
	school-wide writing initiative comparison data (common formative assessment)
What I will see by <u>Feb. 1</u> to know that students are on track to meet the	Pearson Reading Street/Envisions tests compared to CCR weekly/unit tests, tracked as indicated in Section 1B
end-of-year goal	DRA2 Assessment for students not on level/advanced (based on baseline testing)
	DIBELS progress monitoring

	STAR Progress monitoring
	school-wide writing initiative comparison data (common formative assessment)
	Pearson Reading Street/Envisions tests compared to CCR weekly/unit tests, tracked as indicated in Section 1B
What I will see by <u>May 1</u> to know that students are on track to meet the end-of-year goal	DRA2 Assessment for students not on level/advanced (based on baseline testing)
	DIBELS progress monitoring
	STAR Progress monitoring

Section 4. Develop a targeted PD plan to support SIP

(a) What are the changes in teacher practice that need to occur to reach the goals set out in this plan?

Focus area			Desired <u>changes</u> in teacher practice related to this focus
Writing	Teachers will analyze and plan after LASW, with a differentiated view when re-teaching. Students will improve in written response-to-text and in the areas of narrative, opinion/argument, and expository writing.		LASW as a regular practice and use data to drive instruction
English	Teachers will increase	7 Step Vocabulary, Graphic	Added imbedded
Learner	capacity to teach and	Organizers	supports become a
Supports	encourage use of graphic		natural scaffold for all
	organizers and SEI strategies.	Frayer model	learners (Visuals, sentence stems)
Social-	PBIS protocols will be	Rapport being	Reduction in disciplinary
Emotional	established and	established	referrals and classroom
Supports	implemented. Students will	between classroom	interruptions
	follow established	teachers and	-

	protocols.	students Positive relationships between home and school 	
Science- Standards Review-MA Frameworks and NGSS	Teachers will become more proficient in unpacking and planning with current MA Frameworks and Next Generation Science Standards. Students will practice and utilize note booking as a writing/organization tool in the scientific process.		Lessons embedded with standards support to yield deeper understanding of science content

(b) Outline, by topic and by month, the PD programming and sequencing that will help your staff make the necessary changes in practice.

This section should be a year-long plan for teacher learning, analogous to a year-long plan that you might make for units and lessons when teaching a class. Each focus area is like a unit, where individual PD sessions and meetings are the lessons within that should build skills on top of previous lessons.

Focus area 1:	Writing Supports			
Instructional	Looking	at Student Work Approximate dates:		
strategies:	Protoco	ls		
Meeting		Learning objectives for tea	achers	Support needed
October AM PI	Ds:	Teachers will meet in team	ns and grade clusters,	PARCC scores, STAR
10/11 and 10/2	12/16	PK-2, 3-5, to review what r	meets (and doesn't)	data, Progress
		the standards for various s	standards surrounding	Monitoring updates
		areas of challenge for the	school: writing	
		baselines and protocol over	erviews for yearly	
		writing foci and LASW sessions		
December AM	PD:	LASW review in clusters PK-2, 3-5 for Narrative		
12/7/16		writing session		
January AM PD):	LASW review for Informational Text session		
1/11/16				
February AM P	D:	LASW Response to Text session		
2/8/16				
March AM PDs	:	Writing:		Jess Hedges is
3/7and 3/8/16		ID problems for writing on 7 th ,		scheduled for PD for
		8 th PD is for working to make the corrections to		3/8/16 already with
		be implemented in the classrooms		Hannigan

March AM PDs 3/21 and 3/22	Writing-Response to Text, in preparation for MCAS 2.0- LASW for grades 3-5and analyzing errors and corrections-lens of ELL students for early grades	
May AM PDs 5/30 and 5/31	Writing: Argumentative samples for LASW protocol- selection within cohorts day 1, review and action planning day 2	

Focus area 2: Englis	English Learner Supports		
Instructional strategies:	Approximate dates:		
Meeting	Learning objectives for teachers	Support needed	
11/9/16 PM PD	EL- Jigsaw rotations of modeling of 7Step, Cut and Grow, Write Around, and other instructional strategies to be used in the classroom with students-staff will participate in rotations		
12/6/16- AM PD	ACCESS testing over and training for all staff- What is the ACCESS test, what does it measure, how to use it and what to obtain from results		
1/25/16 PM PD	Review of strategies learned and introduction to 5 new strategies to be used in the classroom- Video review of teachers and students using in classrooms	Projector working	
3/21 and 3/22 AM PDs	Writing: EL supports 3-5 Response to Text for MCAS 2.0- PK-2 Response to Text overviews and planning		
5/2 AM PD	EL summaries-What worked and not		

Focus area 3:	PBIS/Responsive Classroom-Social-Emotional Supports				
Instructional	Effectively working with		Approximate dates:	[enter timeline]	
strategies:	students from crisis				
Meeting		Learning objectives for teachers		Support needed	
PBIS team meets bi-		Establish criteria for sch	ool-wide expectations	PD schedule, SWIS data	
monthly to plan out		to be shared with entire	e school during monthly		
school-wide ob	jectives	PBIS meetings			
PBIS- Morning I	PD -	To learn how to effective	ely use Class Dojo, as a	DoJo accounts, working	
10/4/16		means of communication	on with families from	computer in each	
		school to home		homeroom	

PBIS-After-School PD-	School-wide Data review from Baseline of	Questionnaires
10/25/16	expectations prior to PBIS implementation	completed from staff,
		copied from print shop?

Focus area 4:	Science, Engineering/Technology			
Instructional	Unpacking Next Generation Approximate Dates:			
strategies:	Standards and imbedding			
	Science in writing; note booking			
Meeting	Learning objectives for teachers	Support Needed		
10/27/17	MA 2016 Science Frameworks			
1/23/17	Unpacking Next Generation Standards			
2/1/17 PM	Sound Energy	NUWC		
4/12/17 PM	Magnetism and Electricity: hands-on activities;	Sea Lab Facilitator		
	lessons in note booking			
5/10/17 PM	Water Cycle; Acushnet Saw Mill	Buzzard's Bay		
		Coalition		