**Hudson Elementary School**

**Comprehensive School Improvement Plan 2019-2020**

**Goal 1: Develop a culture of data-based decision making to enhance and grow our school community specifically in the area of math.**

**New and Different Actions:**

* Staff will effectively utilize the CLT process which includes the following:
	+ Establish norms
	+ Assign roles
	+ Create and follow an agenda
	+ Answer the four corollary questions
* Eighty percent of students will show proficiency on their SMART goals
* At least eighty percent of students within sub-groups (AfricanAmerican, Free/Reduced Lunch, Students with IEP’s) will meet or exceed their growth target and show proficiency on their SMART goals
	+ Analyze data from all students with specific focus on sub-groups utilizing all data points in order to determine appropriate instruction beyond SMART goals

**Students, Staff and Administrators Monitoring Effectiveness:**

* **Students will** collaborate with teachers to gauge their own learning so they are able to understand if they have met a goal and in what areas they may need extra support or enrichment.
	+ Teachers will have individual conferences with students after common formative assessments
* **Staff will** examine common formative assessments for evidence of student growth through the CLT process
* **Administrators will**
	+ review CLT notes and agendas with Leadership Team monthly to monitor effectiveness of the CLT grade level teams
	+ evaluate effectiveness of individual team participants during CLT meetings using iObservation
		- utilize the *Criteria for Success* from Marzano’s iObservation

 **Goal 2: Develop and consistently implement collaborative team structures**

 **New and Different Actions**

* Staff will understand the foundational concepts and definitions of collaborative teams
* Staff will reflect on the team practices and processes currently in place
* A self assessment will be taken beginning of school, end of trimester 2, and end of trimester 3
* Staff will consider the challenges and potential barriers to becoming a high functioning team

 **Staff and Administrators Monitoring Effectiveness**

* **Staff will** utilize CLT self assessment at the beginning, middle and end of the year
* **Administrators will** evaluate individual staff during collaborative meetings utilizing iObservation.