

School Improvement Plan: Osborn Hill

2019-2020

Goal #1: All certified staff will work in collaborative settings to improve teaching and learning.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Teams create shared vision for their team under specific categories (use of time-closure, norms, use of student work/data, planning, commitments/actions).	Teams will collaborate and build on the strengths of its members; team members will build positive relationships to facilitate communication.	Three times/year: Survey on those categories and development of teams; Data analysis by Lead Committee to share with GLMs.	3x/year: Collaboration Survey: increase in reported collaboration, shared learning, and implementation of best practices;	All teachers, principal, EPF, LASs, MST	September 2019 - June 2020	Collaboration Survey; Monthly Team Reflection; Team Vision Template.
	Systemize schoolwide processes and structures for Grade Level Meetings and Leadership Committee	Monthly - Meeting of team with David to reflect on past month's meeting and to plan meetings for the month ahead for needed staff.	Monthly: Opportunities for teams to reflect on processes and structures;			
Teams will use district curriculum resources (units of study/continuum/coaching) to plan instruction	Collaborative grade level planning that addresses current student needs	Grade Level Meetings; Principal Walkthroughs	Team-created plans for unit of study that addresses classroom needs	Classroom teachers, LAS, MST, EPF, principal	September 2019 - June 2020	Time for grade level teachers to plan collaboratively, Time with support staff, Units of study

Goal #2: All certified staff will identify student learning needs through the analysis of student work in order to strengthen Tier I instruction.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Use Looking at Student Work (LASW) protocol to analyze student work within and across grade levels	Primary Results: Teachers will identify a focus for instruction and determine an instructional plan. Secondary Results: Teachers use their understanding of the broad progression of skills in reading, writing, and math to plan instruction; LASW independently utilized by teams	1-2x/month: LASW opportunities in GLM or Tuesday afternoons; SRBI/EIP meetings; Monthly: LASW PD related to larger continuum;	Teacher conversations at GLM centered on analysis of student work; Tier 1 instruction focuses based on student work analysis; LASW will inform SRBI and EIP meetings; Analysis of work across multiple grade levels to deepen understanding of larger curriculum.	Teachers, Special Education teachers, Principal	September - June	LASW protocol and PD; GLM time to select student work for analysis; Consult time
During SRBI process, looking at class/grade level celebrations and class/grade level needs to drive adult actions.	Build Tier 1 Instructional capacity and independence; Commitment of grade level to identify focus and strategies; reflection on continued practice that led to celebrations; Collaborative response to addressing challenges	SRBI Notetaking Sheet Review: Each SRBI meeting; Formalized SRBI follow up by LASs, MST, Psych, EPF for consult support; Teachers: Proactively analyzing results for trends in students who are flagging.	SRBI Meeting Notes; SRBI team meeting reflection; Classroom Support Plan;	All classroom teachers, SRBI team, principal	SRBI calendar, assessment calendar dates, work session calendar, monthly check-in with consulting team.	Professional development for SRBI/EIP process, PD to build teacher capacity to identify and address instructional priorities, SRBI Manual, time for grade levels to plan based on focus,

Goal #3: Ensure a respectful, ethical, and responsible school culture.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Develop grade 5 CARES Council to assist in developing and presenting Tier 1 SEL behaviors and reinforcement system at monthly CARES assemblies.	To teach observable behaviors that directly link to CARES program and will be reinforced in the classroom	Climate Team will meet monthly to review outcomes of reinforcement system	Participation in reinforcement system; Climate Survey results	Climate Team, All Staff, A.Dressler, A. Galgano, new Psych, all staff	September 2019 - June 2020	Funds for reinforcement options, volunteers to implement components
Develop and implement an SRBI system to respond to Tier 2 and Tier 3 behaviors	Consistent response to behavior referrals and data collection to better develop response plans with classroom teachers	Meet every 4-6 weeks to review classroom and office referral data. Individual B-EIP meetings for those in Tier 2/3.	Collection of classroom, office referral and B-EIP data.	Mental Health staff, Principal, EPF, All staff	September 2019 - June 2020	Updated and new forms to support process: definition of terms in the process, developmentally appropriate think sheet, automatic referral sheet, classroom data collection sheet, school database.
Whole school staff book study with, "Kids First from Day One".	Development of classroom cultures and environments that are responsive to students	Principal and staff walk-throughs based on readings. Exit slips that reflect on new learning/changes in practice.	Student School climate survey questions 20 (I feel like I belong...) and 27 (There is one adult that I can talk to when I have a problem)	All staff	September 2019 - June 2020	Books for staff