

RLMS School Improvement Plan 2019-2020

Smart Goal #1 - If instructional planning and implementation is grounded in curricular standards and assessment targets, then students will demonstrate personal growth in content knowledge and skill application.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
Teachers will meet by grade level and cross grade level departments to analyze and identify curricular standards and assessment targets in need of growth	Teachers will understand and identify specific areas of need by grade level and subject. Teachers will develop instructional strategies for classroom implementation	Weekly PIRR meetings and Tuesday building meetings	Teacher effectively identifies and can communicate areas of need. Teachers collaborate on next steps in implementation of curriculum	Teachers/Administrators /Support Staff	September 2019	Professional Development with teachers on data analysis and assessment resources. Utilize Program Directors in data analysis and instructional implementation
Teachers will meet in cross curricular areas to analyze and identify curriculum standards and assessment targets in need of growth	Teachers will understand and identify specific areas of need across grade level and subject. Teachers will develop instructional strategies for classroom implementation	Monthly cross curricular groups	Teacher effectively identifies and can communicate areas of need. Teachers collaborate on next steps in implementation of curriculum	Teachers/Administrators /Support Staff	September-November 2019	Professional Development with teachers on data analysis and assessment resources. Utilize Program Directors in data analysis and instructional implementation
Teachers will communicate specific curricular standards to students to identify clear goals, methods for tracking student progress and measuring success	Students can demonstrate an understanding of the goals and objectives of the lesson/unit of study	All classrooms	Students can demonstrate an understanding of the goals and objectives of the lesson/unit of study	Teachers/Support Staff	September-June 2020	Classroom resources
Time will be scheduled for special education teachers to meet with subject area teachers to collaborate and plan in lesson design and implementation	Improving instructional strategies to target high needs learners	Weekly meetings	Special education teachers will effectively identify and can communicate areas of need. Teachers will co-plan instruction and assessment	Teachers/Support Staff	September-June 2020	Professional Development with teachers on data analysis and assessment resources. Utilize Program Directors in data analysis and instructional implementation
Teachers and Administrators will implement the Looking at Student Work (LASW) protocol during PIRR meetings to identify successful strategies and areas of growth	Teachers will use the LASW protocol to generate strategies to improve instruction and implementation	Weekly PIRR meetings	Teachers will review and revise lessons/units to revise lessons and connect to content standards to drive instruction and implementation	Teachers/Administrators /Support Staff	September-June 2020	LASW protocol

Smart Goal #2 - SRBI goal - To develop and implement instructional strategies for the SRBI process to assist students who struggle with the behavioral and academic expectations.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
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Build capacity of staff for determining interventions, creating SMART goals and monitoring student progress	Create relevant and measurable goals that effectively impact student achievement.	Ongoing crew and monthly SRBI meetings; data collected in electronic document	Data collected by teacher and crew	Teachers, Administrators and Support Staff	September-June 2020	Professional Development/Case study in writing SMART goals
Develop a communication plan to utilize appropriate resources to better support instructional strategies for teachers across all subjects	Students will be better supported with the appropriate resources and specific, measurable goals	Attendance and action steps at SRBI meetings	Instructional strategies applied across all subjects	Teachers, Administrators and Support Staff	September-June 2020	Communication plan via Student Data Profile Form, SRBI Student Record and work samples
Utilize crew time to identify students and collect the necessary data and work samples to develop instructional strategies and goals for students	Better efficiencies in an effort to make EIP meetings more focused and targeted in student need versus process and forms	Weekly crew meetings and data collection	Student Data Profile Form, SRBI Student Record and work samples are prepared	Teachers, Administrators and Support Staff	September-June 2020	Crew meeting time, SRBI Protocol
Communicate instructional strategies and interventions across disciplines	Students will be supported with the appropriate resources and specific, measurable goals	Determine access to specific or all teachers within google documents	Instructional strategies applied across all subjects	Teachers, Administrators and Support Staff	September-June 2020	Communication plan via Student Data Profile Form, SRBI Student Record and work samples
Utilize LAS, MRT, BCBA and counseling services to support staff in instructional strategies and implementation	Create and implement effective instructional strategies for all classroom teachers	Weekly EIP meetings	Instructional strategies applied across all subjects	Teachers, Administrators and Support Staff	September-June 2020	EIP meeting times during "off week" to collaborate as Admin, LAS, MRT, BCBA and counseling services

Smart Goal #3 - School Climate Goal - All RLMS students, staff and parents will provide and model an environment of mutually respectful behavior where students feel socially and emotionally safe. Responses from the 19-20 school climate student survey will show a decrease in negative behavior and questions around feeling socially and emotionally safe at school.

Strategies and Activities	Desired Results	Monitoring (When and How)	Results Indicator	Person Responsible	Timeline (Month/Year)	Resources Needed
RLMS Student Assistance Team will run 19-20 program with Student Leaders and Faculty Mentors	Students feel a connection to school programs and working with staff as program facilitators	SAT program meetings	Decrease in dean referrals and negative behaviors.	SAT team, Administrators, Dean, teachers, support staff	September-June 2020	SAT program implementation guide. Time for staff facilitators and SAT members to plan activities
Communicate a consistent message to staff, students and RLMS community around creating an environment of mutually respectful behavior	Students, teachers and parents understand the expectations around behaviors and feeling socially and emotionally safe	Student meetings, staff meetings, parent presentations and PTSA meetings	Decrease in dean referrals and negative behaviors	All teachers, Administrators, parents, students and support staff	September-June 2020	Various school and extracurricular meeting times

Re-implement a mentor-mentee program	Student-teacher connectedness	Teacher student meetings	Increase in connectedness through 19-20 school survey	Dean and participating teachers	October-June 2020	Mentoring overview letter and mentor meeting.
Celebrate "Acts of Kindness". Continue Top Dog and Citizenship awards	Increase in feeling of connectedness and acts of kindness in the school environment	Quarterly awards; daily acknowledgements	Increase in connectedness through 19-20 school survey	All staff	September-June 2020	TIPS, Top Dog Expectations, Citizenship Expectations, Kindness rewards
Display messages throughout the school of positive messages	An increase in positive, respectful behavior	Yearlong	Student artwork promoting positive school climate displayed in restrooms	J. Baldwin, M. Capadonno, Admin.	By 1/2020	Painting supplies, canvases & framing
Continue weekly mindfulness activities as a whole school	Students, teachers and parents understand the expectations around behaviors and feeling socially and emotionally safe	Weekly resource message via email to all staff.	Decrease in stress and anxiety within student body and staff	Led by counseling staff, implemented by all staff/student participation	September-June 2020	Mindfulness activities and time in which to implement them
Continue weekly mindfulness activities as a whole school	Increase in feeling of connectedness and acts of kindness in the school environment	Yearlong	Increase in connectedness through 19-20 school survey	All teachers, PTSA cultural arts rep, students and support staff	September-June 2020	PTSA funding
Promote collaboration among staff, students and parents in supporting mutually respectful behavior	Students and staff enjoy a more positive school climate and culture	Yearlong	Positive impact reflected in school climate survey data, as well as anecdotally in conversations with school counseling staff/dean	All students, staff and stakeholders	September-June 2020	Various school and extracurricular meeting times
Utilize our school climate team comprised of students, staff and parents to generate ideas to promote positive behaviors and school initiatives	Students, teachers and parents understand the expectations around behaviors and feeling socially and emotionally safe	Meeting and review school climate data and initiatives a minimum of three times per year	Increase in connectedness through 19-20 school survey	School Climate Team 19-20	September-June 2020	18-19 School Climate data; Student, teacher and parent input