

**Fairfield Public Schools**  
**District Improvement Plan**  
**Continue the Work 2018-2020**

**Mission**

**The mission of the Fairfield Public Schools, in partnership with families and community, is to ensure that every student acquires the knowledge and skills needed to be a lifelong learner, responsible citizen, and successful participant in an ever-changing global society through a comprehensive educational program.**

**Long Term Goal**

Fairfield Public Schools will ensure that every student is engaged in a rigorous learning experience that recognizes and values the individual and challenges each student to achieve academic progress including expressive, personal, physical, civic, and social development. Students will be respectful, ethical, and responsible citizens with an appreciation and understanding of global issues. Student achievement and performance shall rank among the best in the state and the nation.

**Educational Goals**

Fairfield Public School students will:

- achieve and exemplify mastery of the FPS Academic Expectations;
- perform at high levels in regards to Social and Civic Expectations;
- develop into responsible citizens who exhibit ethical behavior;
- acknowledge, explore, and value the importance of diversity;
- develop a healthy personal identity and self-reliance;
- demonstrate strong motivational persistence to learn;
- exhibit an inquisitive attitude, open mind, and curiosity;
- acquire an understanding and appreciation of other cultures;
- understand international issues and demonstrate the skills needed to participate in a global society; and
- acquire knowledge of the following areas of study: science; technology; mathematics; language arts; social studies; literary, visual, and performing arts; world language; unified arts; health and physical education.

## Fairfield Vision of a Graduate

**What** do we want our students to know and be able to do when they graduate from Fairfield Public Schools?



The fulfillment of the mission, for all students, PK-12+, demands our ongoing commitment to realize the Vision of a Graduate.

All students will be:

Innovators

Communicators

Collaborators

Critical Thinkers

Responsible Citizens

Goal Directed- Resilient Learners

**How** will our students demonstrate they met our FPS Vision of a Graduate?

**I. Academic Expectations PK-12+**

Critical and Creative Thinking

Exploring and Understanding

Synthesizing and Evaluating

Creating and Constructing

Communicating and Collaborating

Convey Ideas

Using Communication (Media) Tools

Collaborating Strategically

**II. Social and Civic Expectations PK-12+**

School site-specific focus on producing responsible citizens in an ever-changing global society

**The Work** going forward are the initiatives and supports our teachers and students need to accomplish the Fairfield Vision of a Graduate.

**Guided by Learning Principles**

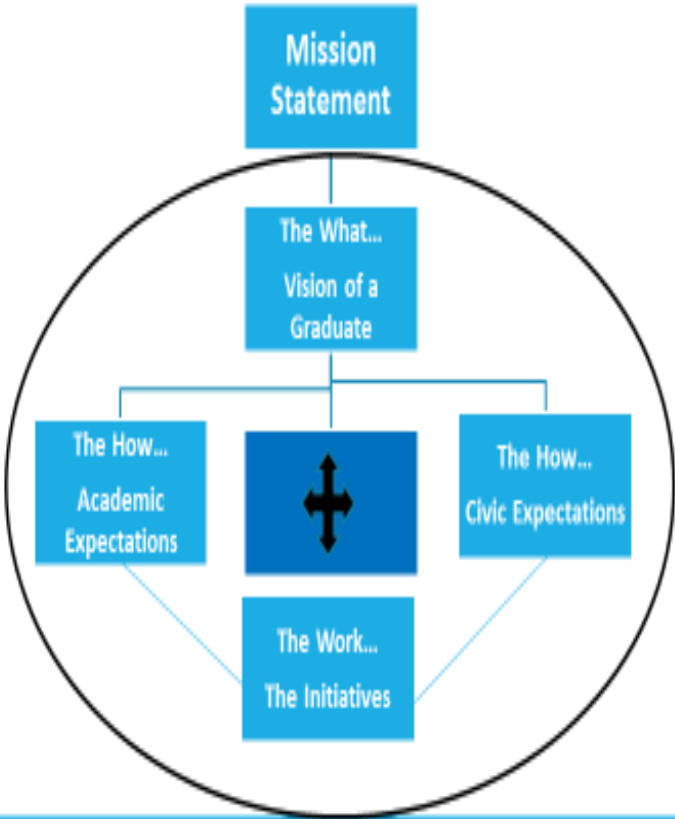
In order to achieve the Mission of the Fairfield Public Schools and fulfill for every student the Vision of the Graduate, the educators are committed to the following **Learning Principles** –

- Learning involves teachers and students who are passionate learners.
- Learning celebrates the belief that all learners are capable of success and growth.
- Learning explores the creation of meaning and the extension of knowledge through its application to relatable real world conditions.
- Learning encourages academic and social risk taking and open communication in a safe community.
- Learning inspires self-assessment, reflection, and continuous adjustment and adaptation.

When learners develop this mindset of belief in their own capacity and in the significance and value of their work, then they are more able to overcome challenges, solve problems, thrive and celebrate growth.

# District Improvement Plan

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## Fairfield Staff Work Plan

Updated June, 2019

The work for 2018-2020, which will support the fulfillment of our promise to each student, are:

### **Instructional Program: 12 Key Implementations**

#### **Communicators and Collaborators**

- Implement Newcomer English Language Academy in Grades 6-12
  - Sheltered Instruction Observation Protocol (SIOP) for teachers of English Learners
    - 18-19 SIOP Cohort will grow the consultancy model to a coaching model using best practices for teaching EL students
    - 19-20 Train 25 additional teachers k-12 in the SIOP Instructional model
- Implement 'Innovative Learning' initiative for technology integration Grades 6-8, and 9-12
  - Continuing with expanded implementation in Grades 6 and 8 in 19-20
- Train 25 faculty (k-8 Language Arts Specialists, MS Teacher of Gifted, Teachers of Els) Cognitive Coaching methods

#### **Critical Thinkers and Innovators**

- Implement STEAM program in grades K-2
- Revise and approve the Art, Health, and Physical Education Curriculum Grades PK-12
- Implement Hybrid Learning 9-12
- Complete Year 3 of literacy SRBI at the elementary level
- Develop plans including benchmarks, interventions, and training for implementation of numeracy and behavior SRBI at the elementary level

#### **Responsible Citizens and Goal Directed- Resilient Learners Continued**

- Continuation and refinement of SRBI practices in literacy, numeracy and behavior at Grades 6-12
- Begin development of common assessments in elective area courses
- Review and revise PK-12 math practices and curriculum (June, 2021)
- Align and expand Social and Emotional Learning training and supports
  - Continue DBT program for students in need of support and enhance general education supports through DBT in Grades 9-12
  - Continue DBT program for students in need of support and begin small group supports through DBT in Grades 6-8
  - Train all elementary school based teams on implementation of Mind-Up mindfulness curriculum
  - Begin year 1 implementation of Mind-Up mindfulness curriculum in all FPS elementary schools

- Develop Districtwide committee to review and align Social-Emotional Learning (SEL) programming throughout all schools
- Investigate Universal Screening measures to identify students in need of social and emotional intervention

**School and Team Improvement: 11 Key Implementations**

- Use student work protocols in grade and team meetings and seek evidence of the planning in observations of classroom practice and the SRBI process
- Implement common assessments in grades K, 3, 6, and 9 courses (Social Studies, Science, Math, English, World Languages)
- Provide administrator training in providing effective feedback on instructional practice
- Implement year long training series for Elementary Program Facilitators to continue to increase their capacity to assist the building principal in implementation of special education and Section 504 programming
- Professional learning in Balanced Literacy instruction
- Define Social and Civic Expectations for all 17 schools sites and ECC in regards to how they will be taught across PK-12+
- Restructure the Secondary PPT process for more team consistency and efficiency
  - In progress; Initial evaluation team and additional High School coordinator included in 2019-2020 Budget
  - Investigate implementation of high school evaluation team (Initial evaluations and reevaluations) at each high school for 2020-2021 school year.
- Examine grading practices and homework guidelines
- Review current District Improvement Plan to determine what elements are completed, are no longer necessary, and which should remain
- Revise School Improvement Planning process and protocols
- With a coalition of stakeholders develop goals for the next iteration of the District Improvement Plan (2020-2025)

**Leadership Capacity: 3 Key Implementations**

- Provide administrator support for feedback on school use of student work protocols
- Expand high school home connection in understanding the purpose and value of the Academic Expectations and the rubric scoring assigned
- Utilize district data to examine student achievement in light of best practices

**Resources: 4 Key Implementations**

- Complete email conversion for a seamless user experience

- Determine proposed middle school schedule for implementation in 20-21 including budget and staffing impacts
- Implement new FPS website which is ADA compliant
- Identify and implement electronic absence management system, staff onboarding system, and professional development approval system

**Facilities: 5 Key Implementations**

- Support the principal, staff, and students at Mill Hill through the construction phase
- Work with the Building Committee at Mill Hill to support the principal, staff and students through construction
- Work with the Building Committee at Sherman to support the principal, staff and students through the Phase III Construction
- Update the FPS Waterfall Schedule
- Investigate additional space within the community for the Community Partnership Program to address students needs

**Safety and Security: 4 Key Implementations**

- Practice relocation methods with at least 3 schools sites
- With the town of Fairfield develop a district 96 hour plan to address emergency preparedness
- With the town of Fairfield conduct a tabletop exercise as part of emergency preparedness
- Develop within each school crisis response plans and designate staff in roles as members of school safety teams.

**Student Performance Indicators: 7 Key Measures**

- 4 Year Graduation Rate- Cohort
- AP Test Performance and Enrollment
- Smarter Balanced Assessments
- SAT
- Academic Expectations Rubric
- NGSS
- School Climate