

KCPS School Improvement Plan 2020-21

The School Improvement Plan is to be completed in cooperation with the School Leadership Department, Curriculum and Instruction, and Federal Programs.

Date: 5-27-2020		
District Name: Kansas City Public Schools		
Building Name: Hartman Elementary	Building Code:	Grades Served: PK-6 th grade
<input type="checkbox"/> Priority School <input type="checkbox"/> Focus School <input checked="" type="checkbox"/> Title I School <input type="checkbox"/> Signature School <input type="checkbox"/> SIG School		
School Improvement Team <i>The following participated in the development and implementation of the SIP.</i>		
Name		Position
Dr. Jessie Kirksey-Principal		Kymbr Logan-Teacher
Patricia VanBibber -Counselor	Roland Hemmings-SAC Chair	Kenya Hicks-Trauma Counselor
Michael Lawson-Parent Liaison	Charles Herron-Parent	Karen James-Assistance
Dominique Thomas-Parent	Janine Fells-Teacher	Forestal Layton-Kwanis
Charise Hill-Parent	Karen Harton-Teacher	Adrienne Williams-Teacher
Carlton Hill Sr.-Parent		
Description of how staff and stakeholders will be informed and engaged in the school improvement plan.	Representatives from staff and partnership from our community have been invited to participate in the development of the school site plan. Meetings were held formally and informally to discuss concerns, improvements and strategies to increase student achievement and teacher performance. Weekly meetings were held to accommodate all stakeholders.	
Key issues identified from annual performance data and local assessments.	Information was gathered from parents, staff and community surveys and academic data. This information was used so that the committee can focus on identified needs.	
Key issues identified from needs assessment and/or Surveys or Advanced Questionnaire.	The key issues identified are student achievement, teacher performance, parent engagement, student behaviors, mental health and attendance.	

<i>Prioritized Needs for the Building.</i>	<p>Hartman Elementary will focus on the following issues during the 2020-2021 School Year:</p> <ul style="list-style-type: none"> • Academics • Attendance • Parent Involvement/Engagement • School Climate/Culture
	<ul style="list-style-type: none"> • Mental Health needs and strategies • Student attitudes • Behaviors strategies • Continuation of expanding professional learning communities.

Core Elements for Student Achievement

<p>Leadership</p> <p><i>An effective leader is a competent instructional leader and manager who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students.</i></p>	<p>CSIP: Goals 1-5 Pillar C</p> <p>Strategic Priority 9</p>	<p>Principal Evaluation: Standard 2</p>
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SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):
<p>During the 2020-2021 school year, Hartman Elementary will continue to implement the continuing Strategic plan the State instructional standards for each discipline. The Principal and the Leadership Team will guide staff in the implementation of the curriculum materials in ELA and Math. Time will be set aside for weekly job embedded Professional Development opportunities. Students, staff and parents will participate in monthly Town Hall Meetings. Hartman will increase our ELA to 49%, Math to 52% and Science to 69% Proficient and above.</p>
Rationale (name the existing conditions/data points to support the selection of the objective/goal):
<p>Recent scores indicate more need for job embedded and professional development. MAP scores data revealed 46% of our students were Proficient/Advanced in ELA and 48% were Proficient/Advanced in Math and 68% were Proficient/Advanced in Science. 2020-2021 MAP Data is currently not available. Data was collected from staff professional opinions and surveys (School based).</p>
Research Based Strategy(ies) for Implementation:

- Promoting collaborative problem solving and open communication
- Collecting, analyzing, and using data to identify school needs
- Using data to identify and plan for needed changes in the instructional program
- Implementing and monitoring the school improvement plan
- Using systems thinking to establish a clear focus on attaining student achievement goals
- Engages staff and other stakeholders in a collaborative process to clarify the problem(s)
- Identifies discrepancies between current and desired outcomes

Funding Source(s): MSIP

Standard(s):

Measurable Adult Behaviors:

- Teacher participation in job Embedded Professional Development
- Principal will monitor and observe teacher performance along with walk-throughs and feedback sessions
- All staff participation in monthly Town Hall Meetings
- Principal will advocate for all levels of learning

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
Schedule Job Embedded Session bi-monthly for all grade levels	Sept. 2020	Dr. Kirksey		<input type="checkbox"/> May 2021
Principal will distribute copy of Strategic Plan	Sept. 2020	Dr. Kirksey	KCPS Support Team	<input type="checkbox"/> May 2021
Desegregate data from MAP, NMEA and Achievement Series/ ELA and Math Series, IREADY	Sept. 2020	Dr. Kirksey	Aaron Butler-Assessment Dept./District Curriculum Team	<input type="checkbox"/> May 2021
Continue Monthly Town Hall Meetings	Sept. 2020	Dr. Kirksey		<input type="checkbox"/> May 2021
Full participation to tier II activities for PBIS	Sept. 2020	All School Staff		May 2021

Collaborative Cultures

Building and sustaining collaborative cultures that result in high levels of learning for all and increased student achievement.

CSIP:
Goal 3

Teacher Evaluation:
Standard 7
Standard 9

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

The principal will create time once a week for job embedded professional development during the school day.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

Teachers' surveys indicate that teachers' have a desire to work collaborative to increase student achievement and enhance teacher performance.

Research Based Strategies for Implementation:

- The principal will create along with staff job embedded times during the school day, so that the staff will be able to participate and work on solutions.
- Teachers will participate in collaborative data analysis exercises designed to better understand how children learn.
- Teacher will form cooperative partnership with each other in order to support student learning.

Funding Source(s):

MSIP Standard(s):

Measurable Adult Behaviors:

Teachers will improve delivery of services based on opportunity to have job embedded professional development. Teachers will participate in 12 monthly professional development activities designed to enhance teacher performance.

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
Job Embedded Training Professional Development	Sept. 2020	All Staff		<input type="checkbox"/> May 2021
Teacher will Model positive classroom management techniques and classroom climate and culture for their peers	Sept. 2010	All Staff		<input type="checkbox"/> May 2021
Academic tutors to assist with student achievement	Sept. 2020	All Staff		<input type="checkbox"/> May 2021
Continued partnership with Theta Boule, Kwanis and County Club Christian Church				

Curriculum, Instruction and Assessment

Curriculum, instruction and assessments are comprehensive and aligned with the core academic standards. Effective teachers are caring, reflective practitioners and life-long learners who continuously acquire new knowledge and skills and are constantly seeking to improve their teaching practice to provide high academic achievement for all students.

CSIP:
Goal 1
Goal 2
Goal 3
Goal 4

Teacher Evaluation:
Standard 1
Standard 2
Standard 3
Standard 4
Standard 7

English Language Arts Math Science

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

The principal will monitor the identification and instruction of students. Disaggregated achievement data will be used to determine performance and needs of particular students and groups. Principal will foster systematic discussions during Professional Development and Teacher Based Team meetings regarding instructional needs of all students.

Due to COVID-19, Faculty and administration will utilize virtual or online means to meet the needs of students' learning to ensure their readiness for each grade level. This may include distance learning, extended school year or further professional development. This may also require the purchase of training, materials and/or technology devices in order to carry out the learning and meet families needs during this time of crisis.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

- Teacher, parents and student surveys, Achievement Series, I-Ready and MAP scores.
- Achievement Series and End of the Unit Assessments indicate the need for academic improvement.

Research Based Strategy for Implementation:

- Teachers will be involved in job embedded professional development activities weekly
- Teachers will be able to describe and access teaching that they observe through job embedded activities
- Teachers will use effective lesson, designs as they plan and present their lessons
- The Principal will provide times for collaborative problem solving
- The Principal will recognize and celebrate the contributions of school community members to school improvement efforts
- The Principal will nurture and develops the leadership capabilities of others
- Principal will utilize the District new TNPT walk-through tool to increase student achievement and enhance teacher performance.

Funding Source(s):

MSIP Standard(s):

Measurable Adult Behaviors:

- Teachers will participate in weekly job embedded professional development
- The District assessments and curriculum Teams will assist staff monthly in the interpretations of data and effective teaching strategies
- The Principal will have weekly walk-throughs and feedback session with teachers to increase student achievement and enhance student performance.

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
Teachers will begin Job Emedded Professional Development	Sept. 2020	Teacher/Principal	Strategic Plan for all staff ELA curriculum	<input type="checkbox"/> May 2021
Teachers will attend and participate in ELA and MATH curriculum activities-District	Sept. 2020	District Trainer	Material provided by the District	<input type="checkbox"/> May 2021
Academic Reading and Math Interventionist will be available to assist students in grades K-6	Sept. 2020	Dr. Kirksey		<input type="checkbox"/> May 2021
Teacher will attend distance online learning training beginning in fall 2020 and will continue throughout the school year	Sept, 2020	Dr. Kirksey/Curriculum Coordinators	School will purchase devices and material for distance and online learning	<input type="checkbox"/> May 2021

School Culture

A positive school culture and climate is one where individuals feel valued, cared for and respected. Such an atmosphere contributes to effective teaching and learning and to genuine communication, both within and outside the school.

CSIP:
Goal 2

Teacher Evaluation:
Standard 2
Standard 5
Standard 7

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

The principal will develop more effective ways to address basic administrative task so that team meetings can focus 60% on instructional improvement and 40% on school culture and climate.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

- Based on Research of effective school
- Teacher/student, parent surveys

Research Based Strategy for Implementation:

- Continue Leadership Teams
- Staff will participate in self-care and Trauma Sensitive training.
- The Principal will collaborate with stakeholders in the school improvement process
- The Principal will demonstrate effective group-process and consensus-building skills in school improvement efforts
- The Principal will communicate the school vision, school goals and ongoing progress toward attainment of goals to staff, parents, students, and community members

Funding Source(s): MSIP

Standard(s):

Measurable Adult Behaviors:

100% of all staff will participate in Job Embedded Professional Development activities.

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
Trauma Training Small groups with students Classroom Lesson on Character building Process and triage with students about behaviors Classroom observation of student's behaviors One and one counseling with students that need social skills training Virtua tools will be used to assist families and students	August 2020	Hicks, Perkins, Lawson, James and VanBibber		<input type="checkbox"/> May 2021 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Culture/Climate Create School Surveys	August 2020	Leadership Team		May 2021
Self-Care Training	August 2020	Hicks and VanBibber		June 2021
Town Hall Meetings	August 2020	Leadership Team		May 2021

Student Attendance <i>Regular attendance in class is an important factor to a student's success in school. 90% of the students should be in attendance 90% of the time</i>	CSIP: Goal 5	Teacher Evaluation: Standard 7
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SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

Increase Hartman Elementary attendance from 88% to 90% for the 2020-2021 school year.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

Reports from Tyler and Pulse data

Research Based Strategy(ies) for Implementation:

- School Wide Incentive program for attendance
- Open House Presentation to parents regarding attendance
- Attendance contracts for high risk students
- Increasing parental awareness about the importance for school attendance, arrive on time and the resources/support available.
- Month parent workshop on attendance and the effects of learning

Funding Source(s):
MSIP Standard(s):

Measurable Adult Behaviors:

Hartman Attendance Committee will carefully monitor student attendance and tardiness

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
Parents will receive phone call when approaching missing 3 days	Aug. 2020	Hicks, VanBibber, James, Wright and Lawson		<input type="checkbox"/> May 2021
Parent will receive a letter and phone call when approaching the 5 day mark	Sept. 2020	Hicks, VanBibber, James, Wright and Lawson		<input type="checkbox"/> May 2021
Monthly newsletter will address the importance of attendance as it relates to student achievement.	Sept. 2020	Hicks, VanBibber, James, Wright and Lawson		<input type="checkbox"/> May 2021
The school will ask local merchants to reward student will good attendance	Sept. 2020	Hicks, VanBibber, James, Wright and Lawson		<input type="checkbox"/> May 2021

Superintendent of Schools

Date

Deputy Superintendent

Date

Assistant Superintendent of Schools

Date

- ✓ The Mission of KCPS is to achieve, in a way that is unencumbered by excuses, our Vision for education by ensuring that all children benefit from teaching and learning.