

## **Plymouth Center School 2022-2023 School Improvement Plan**

### **Introduction:**

This plan has been developed to create coherence throughout the Plymouth Public School District. Additionally, it grounds the work of the Plymouth Board of Education, administration, teachers, and non-certified professionals. With a focus on four goals containing action steps and measurable outcomes, there is a clear plan for improvement which can be understood and adhered to by all stakeholders. The work within this plan aligns with our mission statement, vision, and theories of action and creates a learning community where the academic experience, student engagement, and well-being develop the foundation for learning.

### **Mission Statement:**

The mission of the Plymouth Public Schools is to Challenge, Inspire, and Prepare all students for success in an ever-changing and complex world.

### **Vision:**

The vision of the Plymouth Public Schools is to create a learning community where the academic experience, student engagement, and well-being develop a foundation for learning.

### **Theories Of Action:**

- **IF** the Plymouth Public Schools invest in professional development with a focus on the Portrait of the Graduate **THEN** the student learning experience will be enhanced and student outcomes will improve.
- **IF** the Plymouth Public Schools align academic assistance programs from pre-kindergarten through grade 12 **THEN** a consistent structure of academic support will be provided and student learning outcomes will improve.
- **IF** the Plymouth Public Schools commit to providing all students with authentic and relevant learning opportunities **THEN** the student learning experience will become more engaging and student outcomes will improve.
- **IF** the Plymouth Public Schools support the well-being for all students **THEN** a safe learning environment will be created for learning and student outcomes will improve.

## **DISTRICT GOALS**

### **Student Achievement Goal**

**Support all students in achieving their best possible learning outcomes.**

#### **Strategies:**

- Expand the instructional capacity of certified and non-certified staff.
- Update and enrich the Pre-K through Grade 12 curriculum and common assessments.
- Enhance special education programs and student supports.
- Revise and align the MTSS (Multi-Tiered System of Supports) process Pre-K through Grade 12.

### **Engagement Goal**

**Engage students in the learning process by providing authentic learning experiences.**

#### **Strategies:**

- Establish learning opportunities for students to grow and explore academically, both in and out of school.
- Develop performance based learning opportunities Pre-K through Grade 12.
- Create a required high school personal finance course.

### **Well-Being Goal**

**Create an environment and opportunities that support well-being for all students.**

#### **Strategies:**

- Enhance wellness supports and services Pre-K through Grade 12.
- Expand safety measures and establish security drill schedules at each building.
- Increase extracurricular offerings to foster student engagement in the school community.

### **Fiscal Oversight**

**Align budgetary spending with district goals and strategies.**

#### **Strategies:**

- Evaluate and revise the capital improvement plan to address the district's infrastructure needs.
- Refine our zero base budgeting system.
- Develop a framework to identify and request larger budgetary needs.

**Student Achievement Goal - Support all students in achieving their best possible learning outcomes.**

Strategies	Monitoring Progress	Responsible Individuals
<p><b>Expand the instructional capacity of certified and non-certified staff.</b></p> <ul style="list-style-type: none"> <li>● Provide professional development aligned to best instructional practices such as conferring and phonics instruction to tutors and certified staff.</li> <li>● Utilize instructional coaches to provide ongoing professional development and support through coaching cycles, team meetings, and planned professional development.</li> <li>● Engage in Learning Walks to observe instruction, set goals, and measure growth.</li> <li>● Provide professional development to support the implementation of the new math program</li> </ul>	<ul style="list-style-type: none"> <li>● Professional development schedules and agendas</li> <li>● Meeting agendas and minutes</li> <li>● Learning Walks schedules, goals, and data</li> <li>● Common formative and summative assessment and benchmark data</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Instructional Coaches</li> <li>● Certified Staff</li> <li>● Consultants such as Mike Rafferty and Trusting Readers</li> <li>● enVision Consultants</li> </ul>

<p><b>Update and enrich the Pre-K through Grade 12 curriculum and common assessments.</b></p> <ul style="list-style-type: none"> <li>● Utilize NAEYC report to identify and address areas for growth</li> <li>● Utilize common time for curriculum feedback and revision for grade level and department teams regarding scope and sequence as well as assessment calendar</li> </ul>	<ul style="list-style-type: none"> <li>● Professional development schedules and agendas</li> <li>● Common formative and summative assessment and benchmark data</li> <li>● Meeting notes and agendas</li> <li>● Updated curricular documents</li> <li>● NAEYC yearly report</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Instructional Coaches</li> <li>● PreK certified staff</li> <li>● Team Leaders</li> </ul>
<p><b>Enhance special education programs and student supports.</b></p> <ul style="list-style-type: none"> <li>● Analyze the current special education programs in place (STAR, APPLE, resource) and identify vision and areas for growth with supporting professional development</li> <li>● Provide BCBA consultation and recommendations for students in each program</li> <li>● Align counseling services to meet student's individual needs</li> <li>● Provide professional development for special education paraprofessionals regarding intervention strategies.</li> </ul>	<ul style="list-style-type: none"> <li>● Articulated vision for APPLE and STAR programs</li> <li>● BCBA data on students</li> <li>● Log of student participation in counseling services</li> <li>● Professional development schedules and agendas</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Special Education Teachers</li> <li>● BCBA</li> <li>● School Psychologist</li> <li>● School Counselor</li> <li>● Special Education Coordinator</li> </ul>

**Revise and align the MTSS process  
Pre-K through Grade 12.**

- Introduce the format and process of providing tiered intervention at each school
- Utilize instructional coaches to provide intervention professional development
- Develop, align, and implement ongoing progress monitoring
- Align intervention supports for behavior to meet student's individual needs
- Utilize mental health staff and BCBA to provide professional development for behavior intervention

- Intervention professional development schedule and offerings
- MTSS progress monitoring data
- Protocols for behavior intervention such as Check-in/Check-out
- Behavior data on students in intervention

- Principal
- Special Education Teachers
- BCBA
- School Psychologist
- School Counselor
- Special Education Coordinator
- Instructional Coaches
- Interventionists

**Engagement Goal - Engage students in the learning process by providing authentic learning experiences.**

Strategies	Monitoring Progress	Responsible Individuals
<p><b>Establish learning opportunities for students to grow and explore academically, both in and out of school.</b></p> <ul style="list-style-type: none"> <li>● Introduce students to various organizations which provide opportunities to support the community (Fire Department, Rotary Club, Lion’s Club, FRC, Park and Recreation, Public Library)</li> <li>● Provide experiences such as Mad Science, authors, and nature programs across all grade levels</li> </ul>	<ul style="list-style-type: none"> <li>● Increased community involvement and experiences for students</li> <li>● Schedule of school visits by community organizations and various extension programs</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Librarian</li> <li>● Team Leaders</li> <li>● Literacy Coach</li> </ul>
<p><b>Develop performance based learning opportunities Pre-K through Grade 12.</b></p> <ul style="list-style-type: none"> <li>● Provide professional development in differentiation, questioning and discussion techniques, student centered task design, and performance based assessments</li> </ul>	<ul style="list-style-type: none"> <li>● Teacher lesson plans</li> <li>● Performance based assessment results</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Instructional Coaches</li> <li>● Team Leaders</li> <li>● Classroom teachers</li> </ul>

**Well-Being Goal - Create an environment and opportunities that support well-being for all students.**

Strategies	Monitoring Progress	Responsible Individuals
<p><b>Enhance wellness supports and services Pre-K through Grade 12.</b></p> <ul style="list-style-type: none"> <li>● Implement and monitor positive behavioral supports such as Bucket Fillers</li> <li>● Provide professional development and implement restorative practices and trauma responsive teaching</li> <li>● Form counseling groups and supports for students</li> <li>● Research screeners to utilize for identifying students with emotional needs</li> </ul>	<ul style="list-style-type: none"> <li>● Professional development on restorative practices and trauma responsive teaching</li> <li>● List of specific counseling groups and supports in each school</li> <li>● Log of student participation in counseling services</li> <li>● Screener research</li> <li>● Decrease in classroom support calls</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Certified Staff</li> <li>● School Climate Committee</li> </ul>
<p><b>Expand safety measures and establish security drill schedules at each building.</b></p> <ul style="list-style-type: none"> <li>● Practice a variety of safety drills throughout the school year</li> <li>● Evaluate building needs and protocols for additional safety revisions</li> </ul>	<ul style="list-style-type: none"> <li>● Security drill schedules</li> <li>● Yearly log of various safety drills</li> <li>● Protocols for safety drills</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● School Safety Committee</li> </ul>

<p><b>Increase extracurricular offerings to foster student engagement in the school community.</b></p> <ul style="list-style-type: none"><li>● Evaluate student participation in the current after school clubs and activities offered in each school</li><li>● Build additional after school activity offerings</li></ul>	<ul style="list-style-type: none"><li>● Increase in the percentage of students participating in extracurricular offerings</li><li>● Increased extracurricular offerings</li></ul>	<ul style="list-style-type: none"><li>● Principal</li><li>● Club Advisors</li></ul>
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