



North Pembroke Elementary School

School Improvement Plan

2022/2023

North Pembroke Elementary School Council Members

Chair

Erica Swift, Principal

Faculty Representatives

Anne Callanan, Alicia Carafone, Jessica Conn, Heidi Shadrick, Matt Vincenzi

Parent Representatives

Carrie Balasco, Jennifer Foss, John Hannon, Jessica MacFarland, Meredith McCafferty

Community Representative

Maureen Holmes

Defining SMART Goals:

A SMART goal is intended to highlight the big picture initiatives while also providing a comprehensive plan that will support the school improvement plans, professional development plans and individual educator plans. All plans, programs and budgets must be explicitly connected to the District Focus Areas and Goals.

For a goal to be considered SMART, it has to be:

- **S**pecific and strategically focused on achieving a significant target
- **M**easurable through benchmarks and date
- **A**greed up and achievable with the resources available
- **R**elevant to the overall goals and realistic to the timeframe and resources
- **T**ime based with intermediary benchmarks and completion dates

Strategies are the specific steps that will be taken to accomplish the goal.

OUR MISSION

To ensure student achievement through excellence in teaching and learning.

OUR CORE BELIEFS

We believe:

- In creating and maintaining safe and inviting schools;
- All children can learn and may demonstrate learning in different ways;
- Every student should contribute to our democratic society and the global community;
- In making decisions and acting in the best interest of students;
- Every member of the school community should be valued and respected;
- In a school community that is ethical, civil and respectful of individual differences;
- In strong civic, business and community partnerships that support student achievement.

OUR GOALS

1. LEARNING ENVIRONMENT

To provide a safe physical, emotional, and social environment for teaching and learning.

2. ACHIEVEMENT

To produce high levels of student achievement through the development, coordination and implementation of rigorous curricula delivered through quality instruction.

3. INSTRUCTIONAL QUALITY

To create an environment where educational innovation and best practices are valued, practiced and evaluated.

4. DATA DRIVEN

To plan, monitor and inform instruction through the use of student achievement data.

5. COMMUNICATION

To enhance and strengthen open communication with all members of the community.

OUR CRITICAL QUESTIONS

- *What do students need to know, understand and be able to do?*
- *How will we know they have learned it?*
- *What will we do when they haven't?*
- *What will we do when they already know it?*

North Pembroke Elementary School Improvement Plan

2022-2023

Focus Areas:

1. Achievement

Improve student performance and address achievement gaps in reading by utilizing the science of reading methodology.

2. Social and Emotional Learning

Promote social and emotional wellness through the use of multi-tiered interventions and strategies.

3. Facilities/Learning Environment

Provide a learning environment that is structured, clean, and safe to promote pride in students, staff, and the community.

4. Communication

Celebrate community through outreach, collaboration, and school-wide events.

ACHIEVEMENT

District Achievement SMART Goal:

To produce high levels of student achievement through the development, coordination, and implementation of rigorous curricula delivered through quality instruction.

2022-2023 North Pembroke Elementary School Achievement SMART Goal:

During the 2022-2023 school year, I will support teachers at North Pembroke Elementary School with the implementation of the science of reading strategies and targeted interventions in order to move 75% of students performing below grade level in reading to at least one higher proficiency level by the end of the school year.

2022-2023 Strategies:

- Support district-wide and out-of-district professional development opportunities for staff
- Analyze DIBELS data and collaborate with staff on targeted interventions to address skill deficits during grade-level meetings and/or PLC's
- Meet with reading specialist bi-weekly to analyze data and advise on small groups and interventions
- Support small group interventions using our reading specialist, classroom teachers, and/or interrupted learning tutors
- Provide informal feedback to staff during classroom walkthroughs and reading group observations

SOCIAL EMOTIONAL LEARNING

District Achievement SMART Goal:

To provide a safe physical, emotional, and social environment for teaching and learning.

2022-2023 North Pembroke Elementary School Social Emotional Learning SMART Goal:

During the 2022-2023 school year, I will create an environment at NPES that promotes the social and emotional wellness of students using multi-tiered interventions and systems of support.

2022-2023 Strategies:

2022-2023 Strategies:

Tier 1

- Administration to provide PD at faculty meetings/PLC's and/or support attendance at relevant out-of-district PD in restorative practices and trauma-informed teaching
- Administrators to collaborate with staff at grade-level meetings and review data around Tier 1 classroom based-social and emotional strategies and interventions
- Implement a more inclusive positive recognition program for students with the use of school-wide Titan Tickets. Students are caught in the act of being kind – students to be recognized at monthly community meetings and through “I” in Kind photo to be published on social media platforms
- Provide school-wide community meetings focusing on character education. These meetings will include culturally responsive lessons, anti-bullying lessons, and direct instruction around social and emotional competencies
- Support staff in running 6th-grade ambassador club as a leadership opportunity for students
- Support staff in the ongoing implementation of growth mindset, restorative practices, and social thinking curriculum by providing feedback and engaging in productive conversations after weekly classroom walkthroughs
- Staff to utilize morning meeting time to promote Tier 1 SEL competencies
- Staff to provide a common language and educate students on zones of regulation and other strategies for self-regulation
- Mental health staff to provide direct classroom lessons to students using social thinking curriculum

Tier 2/3

- Collaborate with outside specialists and administrators on the successful implementation of Titan LAB (Learning Adaptive Behaviors) therapeutic resource room
- Student Support Team to review student referrals and intervention data of Titan Lab therapeutic resource room weekly
- Student Support Team to review students referred for social/emotional/behavioral concerns and identify necessary supports to be provided to the classroom teacher and/or student weekly
- Student support team to review data on interventions and identify additional supports such as therapeutic resource room if necessary

TECHNOLOGY INTEGRATION

District Achievement SMART Goal:

Impacting student growth practices that will prepare our students for citizenship in a digital world.

2022-2023 North Pembroke Elementary School Technology SMART Goal:

During the 2022-2023 school year, the instructional staff will review and evaluate the current technological applications as well as promote best practices utilizing these supports through various forums.

2022-2023 Strategies:

- During the 2022-2023 school year, the instructional staff as well as the building administration will evaluate current subscriptions that have been purchased to assist in curricular experiences for the students. The results will be shared with the other two elementary schools so that we can determine the effectiveness of the paid subscription services so that we may determine if they assimilate with the district expectations of instructional practices.
- Instructional staff will focus on sharing out best practices at future staff meetings and offer their colleagues times to visit their classrooms to model these practices.

LEARNING ENVIRONMENT/FACILITIES

District Achievement SMART Goal:

Pembroke Public Schools is committed to providing school buildings and facilities that support the delivery of curriculum, programs, and services as well as providing for a safe, secure, and healthy learning environment.

2022-2023 North Pembroke Elementary School Learning Environment SMART Goal:

During the 2022-2023 school year, I will create an environment at NPES that is collaborative, promotes a positive school culture, and is conducive to teaching and learning.

2022-2023 Strategies:

- Collaborate with custodial staff on daily/weekly checklist to improve the maintenance of school grounds and provide a space that is welcoming, safe, and conducive to learning
- Collaborate with community partners such as PTO for school clean-up events and increase pride in school grounds
- Administration to provide positive feedback to staff after walk-throughs and invite collaborative discussions
- Meet with staff advisory committee monthly for feedback and to develop ideas for improvement and facilitate change as necessary
- Provide staff with opportunities to collaborate outside of common planning time
- Seek feedback from staff and promote collaborative discussions at grade-level meetings

COMMUNICATION

District Achievement SMART Goal:

To enhance and strengthen open communication with all members of the community.

2022-2023 North Pembroke Elementary School Communication SMART Goal:

During the 2022-2023 school year, I will provide opportunities for NPES staff and students to celebrate community and build relationships through family and community partnerships and school-wide events.

2022-2023 Strategies:

- Monthly opportunities for members of the community to present on different topics to students and staff at school-wide community meetings
- Partner with PTO and other community resources to bring in enrichment opportunities for monthly community meetings
- Support student ambassadors in monthly book readings/presentations at younger grade levels to build relationships amongst students of different levels and promote camaraderie
- Create whole-school events such as turkey trot and other opportunities to celebrate with community members
- Invite parents to be a part of our school community through opportunities for participation in classroom events and volunteer opportunities as advertised in weekly newsletters
- Advertise monthly coffee with the principal opportunities for families to sit down with administration