



North Pembroke Elementary School

School Improvement Plan

2016/2017

North Pembroke Elementary School Council Members

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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.

Focus Areas and Goals:

Achievement:

PPS is committed to:

1. Developing transparent and user friendly curriculum maps that support student growth and achievement.
2. Developing a consistent, clearly articulated RTI program PK-12 to identify and support students.
3. Promoting a “growth mindset” culture that is supported by best practices in teaching and learning.

Social Emotional/Health and Wellness:

PPS is committed to:

1. Creating resources, and increase our ability in the identification of students that are at risk social and emotionally.
2. Using consistent practices and common resources for promoting social and emotional competencies in all students through the exploration of programs, standards and curriculum as well as examination of additional programs.
3. Identifying and using Tier 1 and Tier 2 interventions for targeted support of students.

Technology:

PPS is committed to:

1. Providing consistent, reliable and equitable access to technology that supports student growth and achievement.
2. Impacting student growth practices that will prepare our students for citizenship in a digital world.

Communications:

PPS is committed to:

1. Enhancing and strengthening open communication with all members of the community.

North Pembroke Elementary School Improvement Plan

2016-2017

Achievement

District Achievement SMART Goal:

Developing transparent and user friendly curriculum maps that support student growth and achievement.

2016-2017 North Pembroke Elementary School Achievement SMART Goal:

North Pembroke Elementary School will implement consistency in the mathematics, humanities, and science curriculum and utilize data gained from the newly devised benchmark assessments to guide instruction.

2016-2017 Strategies:

- Continue professional development on EnVision 2.0 math curriculum and provide opportunities for rich curriculum discussion at faculty and grade level meetings (Sept 2016-June 2017)
- Implement new Interactive Science curriculum (K-5) and support staff with professional development opportunities with the assistance of the curriculum supervisor (Sept 2016-June 2017)
- K-6 implementation of math benchmark assessments (November, February/March, and May/June) and discuss student progress during grade level meetings to inform instruction (end of each trimester)
- K-6 implementation of humanities benchmark assessments (November, February/March, and May/June) and discuss student progress during grade level meetings to inform instruction
- Continue to dedicate forty-five minute block of time to science curriculum 2-3 times per academic week (weekly)

Achievement Continued

District Achievement SMART Goal:

2016-2017 North Pembroke Elementary School Achievement SMART Goal:

North Pembroke Elementary School will implement the Lexia reading intervention program as well as math intervention strategies to promote reading and math skills for all learners Pre K-6 and use the data to determine student need and inform appropriate student groupings.

2016-2017 Strategies:

- All teachers Pre K-6 will implement the Lexia reading program and integrate dedicated class time to address areas of potential skill development provided through the ongoing monitoring tool (weekly)
- Provide professional development in the area of RTI intervention strategies in reading and math to classroom teachers (Nov/Dec)

Achievement Continued

District Achievement SMART Goal:

Developing a consistent, clearly articulated RTI program PK-12 to identify and support students.

2016-2017 North Pembroke Elementary School Achievement SMART Goal:

- **2016-2017 Strategies:**

- Strategize additional time allocation for SY 2017-2018 to determine how best build an RTI block dedicated to provide students with intervention strategies utilizing staff feedback (December/January)

- Provide dedicated data review time to discuss student achievement (Monthly) and plan intervention strategies during grade level team meetings (September 2016- June 2017)

- The NPES teaching staff will research effective researched based RTI mathematics strategies and integrate the strategies into their daily classroom instruction.(Jan. 2017-June 2017)

- Teachers will be provided with opportunities to observe effective RTI strategies provided by their colleagues at their given grade level (Jan. 2017-June 2017)

Achievement Continued

District Achievement SMART Goal:

Promoting a “growth mindset” culture that is supported by best practices in teaching and learning.

2016-2017 North Pembroke Elementary School Achievement SMART Goal:

The staff at North Pembroke Elementary will increase expectations around student “Depth of Knowledge” and utilize strategies within the classroom that elicit more rigorous thinking from our student body.

2016-2017 Strategies:

- Provide professional development to staff regarding “Depth of Knowledge” through activities facilitated by curriculum supervisors (ongoing)
- Begin instructional round process utilizing district expertise to reflect on teaching and learning practices Pre K-6 by inviting district curriculum supervisors in for grade level discussions as well as learning walks to identify areas where “Depth of Knowledge” is evident. (monthly)
- All staff will inspire student growth by engaging students by embedding the North Pembroke Core Values (Responsibility, Respect, Fairness, Self-Discipline, Integrity, Trustworthy, Citizenship, Honesty, Caring, and Perseverance) into daily discussions with students and take an active role in encouraging students to be “risk takers” in their education (daily)

Social Emotional/Health and Wellness:

District Social Emotional/Health and Wellness SMART Goal:

Creating resources, and increase our ability in the identification of students that are at risk social and emotionally.

2016-2017 North Pembroke Elementary School Social Emotional/Health and Wellness SMART Goal:

Increase identification strategies to determine students at risk for social/emotional and health and wellness deficiencies and develop action plans to support these learners

2016-2017 Strategies:

- Delineate roles of school psychologist and social worker for staff and families (September/October)
- Model social skill strategies for classroom and specialists teachers within the classroom environment to support student social skill development (Sept 2016-June 2017)
- Dedicate time to each faculty meeting to problem solve social emotional needs of the student body (Sept 2016- June 2017)
- Provide staff with professional development in the area of conducting Functional Behavioral Assessments on students requiring individual Behavior Intervention Plans (January/February).
- Identify students at risk at grade level meetings and meet weekly with the student support team to problem solve and provide strategies for students in need (ongoing- weekly)

Social Emotional/Health and Wellness Continued:

District Social Emotional/Health and Wellness SMART Goal:

Using consistent practices and common resources for promoting social and emotional competencies in all students through the exploration of programs, standards and curriculum as well as examination of additional programs.

2016-2017 North Pembroke Elementary School Social Emotional/Health and Wellness SMART Goal:

North Pembroke Elementary School staff will provide common language and practices when supporting learners displaying social and emotional dysregulation and for students that struggle with anxiety and depression

2016-2017 Strategies:

- Continue to implement strategies within the Social Thinking Curriculum to assist students with their understanding that their behavior affects other members of our school community (ongoing)
- Provide professional development to staff on conducting functional behavioral assessments and creating behavioral intervention plans utilizing the concepts of PBIS (positive behavior intervention strategies)(monthly Nov 2016-June 2017)
- Utilize peer supports through social skill grouping determined by classroom teachers in conjunction with psychologist and social worker recommendations (Sept 2016-June 2017)
- Utilization of social scripting to support emotional needs of students with language learning difficulties paired with professional development created by Tier II interventionists (school psychologist, social worker, and speech and language therapist (Jan- June)

Social Emotional/Health and Wellness Continued:

District Social Emotional/Health and Wellness SMART Goal:

Identifying and using Tier 1 and Tier 2 interventions for targeted groups

2016-2017 North Pembroke Elementary School Social Emotional/Health and Wellness SMART Goal:

North Pembroke Elementary staff will identify Tier 1 and Tier 2 intervention strategies and take data on the effectiveness of the intervention strategies for the purpose of revising individual student programming in the area of social and emotional development

2016-2017 Strategies:

- Review student social and emotional wellness during weekly grade level meetings (weekly)
- Track data using office referral form to identify targeted behaviors needing support and review the data on a weekly basis with the student support team and develop strategies to be shared with classroom and specialist teachers (weekly Sept 2016-June 2017)
- Track data created by school psychologist and social worker for support provided to students during the school day (daily)
- Track data created by school psychologist and social worker for support provided to families in order to support students in their home environment (Nov 2016-June 2017)

Technology

District Curriculum SMART GOAL:

Providing consistent, reliable and equitable access to technology that supports student growth and achievement.

2016-2017 North Pembroke Elementary School Technology SMART Goal:

North Pembroke Elementary School will provide exposure to technological applications through targeted purchasing of technology that is the most appropriate for learners from Pre K through grade six.

2016-2017 Strategies:

- Elicit feedback from teachers as to what devices and accessories are most effective in aiding teaching and learning strategies within the classroom (ongoing)
- Develop additional mobile classroom lab(s) to provide students with rich exposure to technological applications including MCAS 2.0 practice tests for students in grades three through six (Jan 2017)
- Continue to build classroom inventory of student laptop computers for essay development, research, and online curriculum components (Sept 2016- June 2017)
- Continue to explore potential “dead spots” where the Wi-Fi signal is weak or non-existent and provide Wi-Fi drops in those areas (Set 2016-Feb 2017)

Technology Continued

District Technology SMART GOAL:

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

2016-2017 North Pembroke Elementary School Technology SMART Goal:

North Pembroke Elementary School will develop student knowledge in the areas of effective online research, online safety, and digital citizenship for all students

2016-2017 Strategies:

- Provide training to students within their library specialist period on the use of Google operators (“By using Google Search Operators, you can find exactly what you are looking for quickly and effectively just by changing what you input into the search bar’- Alan November November Learning) (Jan 2017)
- Provide students access to the Digital Citizenship Curriculum during their library specialist period (Supports the safe and responsible use of technology in a digital world) (Sept 2016- June 2017)
- Implement strategies learned through library media instruction when conducting research projects in ELA and social studies (Jan-June)

Communications

District Communications SMART GOAL:

Enhancing and strengthening open communication with all members of the community.

2016-2017 North Pembroke Elementary School Communications SMART Goal:

All members of the North Pembroke Elementary community will strive to build positive interactions with all stakeholders of our school including students, families, and the Pembroke community

2016-2017 Strategies:

- Utilization of social media (Facebook, Twitter, etc.) to showcase the many talents of our students and staff
- Utilization of social media (Facebook, Twitter, etc.) to inform and update our partners in education of current and upcoming schoolwide events and participation opportunities
- Continue to offer community members an opportunity to attend “Coffee with the Principals” throughout different points in the year to understand what is going on in our school community and new district and school initiatives
- Continue to develop working relationships with the Pembroke Police, Pembroke Fire, and Town of Pembroke Library in bringing rich programming to our students
- Encourage teacher use of parent friendly social media platforms such as Bloomz, Edmodo and Classroom Dojo to keep parents and family members up to date on classroom instruction