



FAIRFIELD
PUBLIC SCHOOLS

Update

District Improvement Plan

2022 - 2027

January 17, 2023

Goals to Address the Whole Student

By June, 2027, all students will



Demonstrate developmentally appropriate mastery of content, concepts, and skills as measured on national and district assessments including the Academic Expectations



Engage in culturally responsive curriculum, instruction, and assessment and develop a sense of belonging to the FPS community in order to create more equitable opportunities and outcomes



Demonstrate developmentally appropriate self-awareness, self-management, responsible decision-making, relationship skills and social awareness after receiving explicit instruction aligned to the CASEL framework.

Key Performance Indicators (2022-2027)

	<u>2020-2021</u>	<u>2021-2022</u>
1 All grade 2 students will complete second grade reading at or above a grade 2 end of year level based on the district's reading screener.	72.3%	74.4%
2 English Language Arts performance, as measured by SBA proficiency indicator (3-8) will close the gap between subgroup performance by 20% and raise the bar by 10% from 2021 district performance in a positive direction.	72%	73%
3 English Language Arts performance, as measured by the SAT proficiency indicator (11), will close the gap between subgroup performances by 20% and raise the bar by 6% from baseline 2021 district performance in a positive direction.	79%	81%
4 Mathematics performance, as measured by the SBA proficiency indicator (3-8), will close the gap between subgroup performances by 20% and raise the bar by 10% from baseline 2021 district performance in a positive direction.	62%	66%
5 Mathematics performance, as measured by the SAT proficiency indicator (11), will close the gap between subgroup performances by 20% and raise the bar by 10% from baseline 2021 district performance in a positive direction.	61%	60%

Key Performance Indicators (2022-2027)

6	Science Performance, as measured by the NGSS proficiency indicator (5, 8, 11), will close the gap between subgroup performance by 15% and raise the bar by 8% from baseline 2021 district performance in a positive direction.	<u>2020-2021</u>	<u>2021-2022</u>
		67%	67%
7	Reduce the disproportionality of suspension rates by 3% from baseline data between subgroups in a positive direction.	1.5%	1.4%
8	Reduce special education prevalence rates by 5% between disproportionate subgroups in a positive direction.	15%	XX%
9	District Chronic Absenteeism rates will consistently be at 5% for all groups of students.	16.5%	12.0%
12	All FPS graduates will meet mastery requirements as defined in the Fairfield Public Schools Graduation Requirements policy.	<u>Class of 2023</u>	
		85% (content)	
		95% (skill)	

Key Performance Indicators (2022- 2027)

- 10 Reduce the disproportionality of course enrollment among high needs, Hispanic/Latino, and African American/Black students in core courses by subgroup indicator. This will be achieved by having a proportionate percent of students enrolled by course level as the population dictates.

21-22 % / 22-23 %	Asian	Black/AA	Hispanic/ Latino	2+ races	White	High Needs	Non-High Needs
Population	6 / 6.5	3 / 2.6	13 / 12.4	4 / 5.3	74 / 73	30 / 28.7	70 / 71.3
ELA	6 / 9	1.4 / 1.5	5.5 / 8.7	2.8 / 4.4	84.4 / 72.6	10.1 / 12.5	89.9 / 87.6
Math	13 / 11.2	1.3 / 1	7.1 / 9	4 / 4.4	74.6 / 74.4	8.9 / 15.5	91.1 / 84.5
Science	10.3 / 10.7	0.4 / 1.4	6.2 / 8.1	2.9 / 4.4	80.2 / 75.5	8.7 / 12.5	91.3 / 87.5
Social Studies	6.4 / 8.7	0.6 / 1.1	6.2 / 8.2	4 / 4.2	82.3 / 77.9	9.4 / 13.8	90.6 / 86.2

Focus Areas: Strategic Initiatives

We identified Focus Areas to direct our structures, systems, staff and resources to achieving our Whole Student Goals.



ACADEMICS

- Standards-based + Culturally Responsive Curriculum
- Gifted program
- Implementation Guides



SEL & EQUITY

- Social Emotional MTSS
- Explicit SEL Instruction
- Targeted Supports for Underserved Students
- Rigorous Course Enrollment
- Attendance
- Professional Learning



PROFESSIONAL DEVELOPMENT

- Professional Learning
- Evaluation and Feedback Systems
- Diverse and Qualified Candidate Hiring



GROWTH

- School Improvement
- Strategic Alignment
- Staff Capacity & Professional Learning



STUDENT SUPPORT

- Multi-Tiered Student Support System and Responsive, research-based instruction
- Data driven decision making
- Comprehensive assessment



COMMUNITY

- Communications Process
- Stakeholder Engagement
- Support District Mission, Vision, and Plans

Strategic Initiatives are the priorities necessary within each focus areas to support our mission and vision. We also incorporate metrics to ensure we meet our goals.

Actions & Plans



- Social Emotional Multi-Tiered Support System (MTSS)
- Explicit SEL Instruction & Professional Learning
- Targeted Supports for Underserved Students
- Rigorous Course Enrollment
- Attendance

- **Social Emotional MTSS:**
 - District SEL Steering Committee
 - Establishing desired outcomes
 - Evaluating effectiveness of current programs
 - Establishing a common vocabulary around SEL practices
 - Investigating more robust channels of communication to families
 - DESSA assessment data
 - Identifying students in need of SEL support
 - Informing school-based MTSS teams
- **Explicit SEL Instruction & Professional Learning**
 - Providing adult SEL resources to faculty
 - Building capacity of direct instruction through PD
 - Providing staff PD on self and social awareness
- **Targeted Supports for Underserved Students**
 - Establishing more equitable grading practices (secondary)
 - Developing programming to focus on relationship building
- **Rigorous Course Enrollment**
 - Review of course selection process to target students and families to discuss course possibilities
 - Data reviews to identify strengths and areas of growth by department through data reviews
- **Attendance**
 - Development of District Attendance Team to discuss trends, share best practices, and identify new strategies/resources
 - Participation in CSDE workshops on multi-tiered approach to improving attendance in schools through engagement, partnerships, and early intervention

Actions & Plans

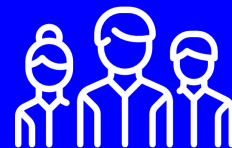
- **Standards-based + Culturally Responsive Curriculum**
 - Understanding by Design format for all departments and courses
 - Culturally responsive rubric development
 - Program and Resource Adoption (ELA)
- **Gifted Program**
 - Review of gifted programming began with site visits to other programs throughout the state.
 - FPS district evaluation of current programming
- **Implementation Guides**
 - All courses inventoried in Fall 2022
 - Common Implementation Guide Protocol determined
 - Curriculum Directors ongoing planning to complete implementation guides as a result of the inventory for 23-24



- Standards-based + Culturally Responsive Curriculum
- Gifted Program
- Implementation Guides

Actions & Plans

- **Professional Learning**
 - Administrator calibration sessions on revised instructional framework
 - Standards-based professional development with looking at student work protocols
 - Leadership development with Partners for Educational Leadership
 - Partnership with LiteracyHow on Structured Literacy
- **Evaluation and Feedback Systems**
 - Revision of teacher evaluation framework
 - Reformation of the District's PDEC committee
 - Begin TEVAL plan renewal through PDEC
- **Diverse and Qualified Candidate Hiring**
 - Participate in CSDE & CES Increasing Educator Diversity Coaching Series
 - Create marketing campaign for certified/non-certified staff, including attending and hosting career fairs
 - Establish Recruitment & Retention Committee
 - Develop career pathways for certified/non-certified staff



PROFESSIONAL DEVELOPMENT

- Professional Learning
- Evaluation and Feedback Systems
- Diverse and Qualified Candidate Hiring

Actions & Plans

- **Multi-Tiered Support System & Responsive/Research Based Instruction**
 - Inventory of current strategies, resources, and approaches
 - Expand the repertoire of interventions to support student needs
 - Guidelines and manuals of practice under development
 - Alignment of the MTSS processes and procedures
 - SRBI coordinators collaborating with core classroom teachers
- **Data driven decision making**
 - Included Decision Ed in 2023-24 budget in order to increase immediate access for buildings to various data points in support of SIPs goals and improving student outcomes
 - State Interim Assessments administered 3-8
 - Analysis of programming and progress monitoring intervention data
 - Flexible grouping to support student growth
- **Comprehensive assessment**
 - Selection and integration of PK8 universal screener in alignment with legislation (K3)
 - Redesign of the district's assessment calendar with curriculum - fewer assessments, coherent information, accessible.



STUDENT SUPPORT

- Multi-Tiered Support System & Responsive, research based instruction
- Data driven decision making
- Comprehensive assessment

Actions & Plans



GROWTH

- SIP Process
- Strategic Alignment
- Staff Capacity & Professional Learning

- **School Improvement Plans**

- SIPs drafted in alignment with DIP, with goals on student achievement, attendance, and access to honors/AP courses
- Reviews of SIP goals and strategies at mid-year with discussion of progress and necessary adjustments

- **Strategic Alignment**

- Alignment between School Improvement Plans and administrator and teacher goal setting
- Level (ES, MS, HS) alignment of school goals

- **Staff Capacity & Professional Learning**

- School Improvement aligned professional development by building

Actions & Plans



COMMUNITY

- Communications Process
- Stakeholder Engagement
- Support District Mission, Vision, and Plans

- **Communications Process Integration**

- Relaunch of district newsletters for staff and families to highlight a variety of news (academic achievements, community events, BOE updates, health reminders, etc.)
- Created “Awareness Month” calendar for recognition at BOE meetings

- **Stakeholder Engagement**

- Regular updates to FPS social media and website including creation of Redistricting/Facilities Utilization page
- Creation of surveys to collect student and parent feedback (e.g. Food Service)

- **Support District Mission, Vision, and Plans**

- Development of strategic communications plan to provide framework for providing information and successes to FPS families, staff and communities