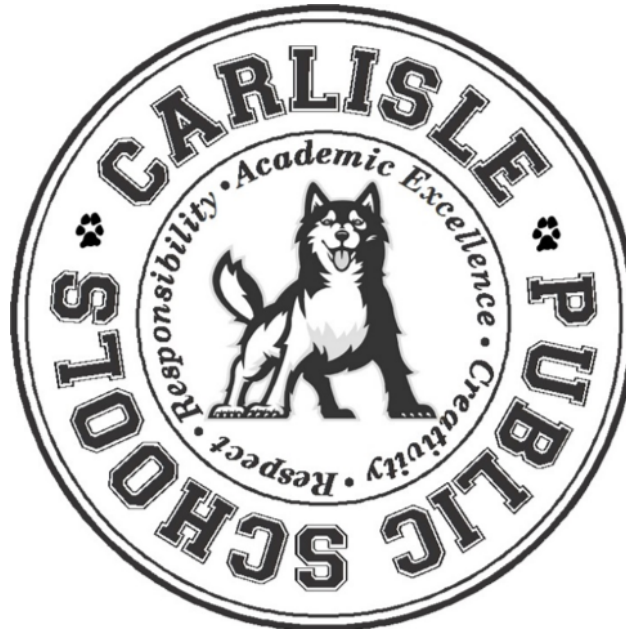


# Carlisle Public Schools



## School Improvement Plan 2022-2025

| 2022-2023 School Advisory Council (SAC) Members: |                             |           |
|--------------------------------------------------|-----------------------------|-----------|
| Name                                             | Role                        | Term      |
| Brian Waterson                                   | Parent                      | June 2023 |
| Jennifer Kaczinski                               | Parent                      | June 2023 |
| Diane Troppoli                                   | Parent                      | June 2024 |
| Vikran Siwach                                    | Parent                      | June 2024 |
| Melissa Suderman                                 | Parent, SAC Co-Chair        | June 2025 |
| Susan Fitzgerald                                 | Community Member            | June 2025 |
| Bridget Fleming                                  | Teacher                     | June 2024 |
| Liz Gray                                         | Teacher                     | June 2022 |
| Linda Vanaria                                    | Teacher, CTA President      | June 2022 |
| Matt Mehler                                      | Principal 5-8               |           |
| Dennet Sidell                                    | Principal K-4, SAC Co-Chair |           |

## Carlisle School Improvement Plan 2022-2025

**CPS District Objective # 1:** Promote Academic Excellence and Equity for All Students in Carlisle Public Schools.

| Aligned SIP Goal(s)                                                                                                                                        | Implementation Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Indicators of Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <p><b>Ensure a Robust and Integrated Multi-Tiered System of Support (MTSS) for Carlisle Public School Students to best meet the needs of learners.</b></p> | <ol style="list-style-type: none"> <li>1. Review and enhance the systemic use of instructional time and structures at Carlisle Public Schools to foster improved tiered programming and supports to best meet the needs of all students (Tier II interventions and support, Special Education Services, Universal Design for Learning).</li> <li>2. Implement clearly delineated data-driven processes for identifying emerging student learning as well as social-emotional needs, and for determining eligibility for supplemental supports (Child Study Team K-4, Student Support Team 5-8).</li> <li>3. Review, assess, and modify the literacy screening program to ensure alignment with best practices and current research.</li> </ol> | <ol style="list-style-type: none"> <li>1. Review and enhance the systemic use of instructional time and structures at Carlisle Public Schools.               <ol style="list-style-type: none"> <li>a. Create and implement a revised master school schedule for 2022-2023 which will increase opportunities for students to receive academic interventions that are timely, flexible in duration, and based upon relevant academic assessment data.</li> <li>b. Review of collaborative/team meeting notes and outcomes.</li> </ol> </li> <li>2. Data-driven processes for identifying emerging student learning               <ol style="list-style-type: none"> <li>a. Analyze student assessment data at the state (MCAS) and local levels (math, reading, writing, social-emotional).</li> <li>b. Review and Adapt as needed Tier I and Tier II assessments.</li> </ol> </li> <li>3. Review, assess, and modify the literacy screening program               <ol style="list-style-type: none"> <li>a. Use DIBELS as a universal screener in grades K and 1</li> <li>b. Pilot STAR (Standardized Test for the Assessment of Reading) in grade four</li> <li>c. Continue to build a tiered assessment system</li> </ol> </li> </ol> |

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| <p><b>Vertically review, assess, align, and modify the K-8 curriculum to best support student learning.</b></p> | <ol style="list-style-type: none"> <li>1. Implementation of New Math Program (Into Math) in grades K to 4.</li> <li>2. Implementation of College Preparatory Math Curriculum (CPM) in grades 6 to 8.</li> <li>3. Research, explore, and identify a math curriculum for grade 5, which is aligned in methodology and instructional pacing to either Into Math (K-4) or CPM (6-8) to ensure a consistent student learning experience.</li> <li>4. Identify, support, and/or supplement an aligned approach to teaching writing.</li> <li>5. Review the curriculum and resources currently used by the district to teach social studies.</li> </ol> | <ol style="list-style-type: none"> <li>1. Implementation of new math program K-4 <ol style="list-style-type: none"> <li>a. Introduction training took place in June 2022 for Into Math.</li> <li>b. Grade levels used summer days to prepare for the first few weeks of implementation.</li> <li>c. Each grade level has been assigned an Into Math mentor from our first-grade team.</li> <li>d. Grade levels are using some of their team days to work on Into Math planning.</li> </ol> </li> <li>2. Implementation of CPM during the 22-23 school year in grades 6-8. <ol style="list-style-type: none"> <li>a. Middle school math teacher and special educator training took place in June 2022 for CPM.</li> <li>b. Professional collaboration during the summer days of 2022 was used to prepare for the first few weeks of implementation.</li> </ol> </li> <li>3. During the 2022-2023 school year, the grade 5 team of educators will continue to research, explore, and identify a new math curriculum for grade 5.</li> <li>4. Writing <ol style="list-style-type: none"> <li>a. Research programs to supplement our writing approach to assist in meeting the needs of diverse learners.</li> <li>b. Review the transition from grade 4 to grade 5.</li> </ol> </li> <li>5. Review social studies curriculum <ol style="list-style-type: none"> <li>a. Social studies curriculum review committee (K-8) will meet throughout the 22-23 school year. <ol style="list-style-type: none"> <li>i. Review curriculum and make changes as needed.</li> <li>ii. Identify gaps, and propose re-alignment, as needed, for future years.</li> </ol> </li> </ol> </li> </ol> |
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## Carlisle School Improvement Plan 2022-2025

**District Objective #2:** Develop an active anti-racist and anti-bias learning community for students, faculty, and staff at Carlisle Public Schools to ensure a culture of inclusion and belonging.

| Aligned SIP Goal(s)                                                                                                                                                        | Implementation Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Indicators of Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <b>Integrate and enhance anti-racist teaching practices and curriculum so that all CPS students have a greater sense of belonging</b>                                      | <ol style="list-style-type: none"> <li>1. Establish and facilitate the DEIB Picture Books Committee to meet monthly with faculty representatives from grades PreK-4. In each meeting the committee will discuss diverse representations in picture book read-alouds for elementary classrooms to use.</li> <li>2. Establish and facilitate a committee to evaluate the social studies curriculum for existing bias</li> </ol>                                                                                                                                                                                                                                                             | <ol style="list-style-type: none"> <li>1. Notes from monthly meetings</li> <li>2. List of changes made</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Professional learning for Carlisle Public School educators to best address the diverse needs of students so that all students feel supported, known, and cared for.</b> | <ol style="list-style-type: none"> <li>1. Continue to develop culturally responsive educators and strengthen educator capacity to engage in challenging topics and discussions with students, families, and colleagues alike.</li> <li>2. Provide structured collaborative time for K-8 faculty to use a “windows and mirrors” approach to review existing curricula so that students are able to see themselves and others, asses curriculum for bias, and revise as needed.</li> <li>3. Leverage existing community partnerships and resources, such as the Diversity Equity and Inclusion Carlisle Advisory Committee (DEICAC), to support a more inclusive school culture.</li> </ol> | <ol style="list-style-type: none"> <li>1. Culturally Responsive Educators               <ol style="list-style-type: none"> <li>a. List of completed PD opportunities by faculty members PK-8.</li> <li>b. Community Partnerships</li> <li>c. Notes when DEICAC meets with school administration monthly.</li> </ol> </li> <li>2. Windows and Mirrors               <ol style="list-style-type: none"> <li>a. List of added books to classroom libraries</li> <li>b. List of Read Aloud book groups for grades K-5</li> <li>c. Topics covered in grade-level meetings with Principal</li> </ol> </li> <li>3. Community Partnerships               <ol style="list-style-type: none"> <li>a. DEICAC meets monthly with school administration</li> </ol> </li> </ol> |

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| <p><b>Improve school culture and safety for students, enhance student self-advocacy skills, increase their appropriate responses to a range of expected behaviors, and foster a sense of belonging among all students.</b></p> | <ol style="list-style-type: none"> <li>1. Implement a universal social-emotional screening tool (Panorama) to gather student data and provide timely support as identified.</li> <li>2. Ensure that all students have the opportunity to develop their social-emotional intelligence as a consistent part of their educational experience.</li> <li>3. Facilitate and support the ongoing work of the DEIB (Diversity, Equity, Inclusion, Belonging), with a focus on cultivating a school culture in which all people feel seen, heard, and affirmed.</li> <li>4. Create and share a school calendar that recognizes various religious holidays.</li> <li>5. Revise, implement, and monitor pro-social expected student behavior in less structured environments, such as the cafeteria, recess and hallways.</li> <li>6. Continue to align character education themes to Olweus anti-bullying lessons and display posters at the start of the 22-23 school year stating, “Be Here, Be You. Belong”.</li> </ol> | <ol style="list-style-type: none"> <li>1. Social-Emotional Screener               <ol style="list-style-type: none"> <li>a. Student Survey Results</li> <li>b. Parent Survey Results</li> <li>c. Teacher Survey Results</li> </ol> </li> <li>2. Develop Social-Emotional Intelligence               <ol style="list-style-type: none"> <li>a. List of implemented targeted lessons based upon survey data from the Panorama resources.</li> <li>b. Notes from class meetings</li> <li>c. Friendship groups/peer groups participants</li> </ol> </li> <li>3. DEIB Committee               <ol style="list-style-type: none"> <li>a. List of read alouds from the book group</li> <li>b. Changes to social studies curriculum</li> <li>c. Items completed to assist school culture which all people feel seen, heard, and affirmed.</li> <li>d. Items that we collaborated with the DEICAC</li> </ol> </li> <li>4. Calendar sent to parents and teachers.</li> <li>5. Expectations given to children in non-classroom areas.</li> <li>6. Monitor continued implementation of social-emotional learning; including Olweus, classroom meetings, advisory program, friendship groups, and anti-bias programs such as the Celtics Playbook Initiative.</li> </ol> |
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## Carlisle School Improvement Plan 2022-2025

**District Objective #3: Foster the Skills, Characteristics, and Mindsets as identified in the CPS Portrait of a Graduate (PoG) for all students at Carlisle Public Schools**

| <b>Aligned SIP Goal(s)</b>                                                                                                                                                                                  | <b>Implementation Steps</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>Indicators of Progress</b>                                                                                                                                                                                                                                       |
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| <b>Develop a shared understanding among the faculty and staff of the CPS Portrait of a Graduate and emphasize the development of those skills through student academic and extracurricular experiences.</b> | <ol style="list-style-type: none"><li>1. Ensure faculty and staff have a solid understanding of the skills and habits of mind that our students need for success in this rapidly changing and complex world, in line with the recommendations of a PoG.</li><li>2. Work with faculty to assess instructional practices and curriculum for areas of alignment with PoG and identify which specific student skills need further development and refinement.</li></ol> | <ol style="list-style-type: none"><li>1. Use meeting time to share PoG with faculty and staff.</li><li>2. Skills for POG<ol style="list-style-type: none"><li>a. Notes from grade-level meetings</li><li>b. Activities to promote needed skills</li></ol></li></ol> |
| <b>Encourage faculty and staff to implement lessons, activities, and projects that emphasize the skills, characteristics, and mindsets as stated in the CPS PoG.</b>                                        | <ol style="list-style-type: none"><li>1. Teachers will implement lessons that center upon the following outcomes for students: increased resiliency, kindness, and reflection, independent and critical thinking, effective communication and collaboration, anti-bias, and global citizenship.</li></ol>                                                                                                                                                           | <ol style="list-style-type: none"><li>1. Observe instructional practices for identified characteristics.</li></ol>                                                                                                                                                  |

## Carlisle School Improvement Plan 2022-2025

### District Objective #4:

**Integrate and highlight authentic educational experiences, assessments, and community-based learning for Carlisle Public School students.**

| Aligned SIP Goal(s)                                                                                                                                        | Implementation Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Indicators of Progress                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <b>Integrate lessons, activities, and learning opportunities for students to engage in authentic, hands-on, and project-based educational experiences.</b> | <ol style="list-style-type: none"><li>1. Support and promote teacher use of the newly renovated CPS Garden as an excellent authentic hands-on learning opportunity in relevant curriculum areas and lessons for students.</li><li>2. Promote civic engagement for all Carlisle Public School students by reaching out to the broader school community to identify additional opportunities and issues that could be mutually beneficial and focus on the continual improvement of the grade 8 civics projects.</li><li>3. Continue to implement Universal Designed elements into our daily teaching practices.</li><li>4. Support the middle school FLEX block programming to broaden student experiences that are project-based, student-driven, and authentic.</li></ol> | <ol style="list-style-type: none"><li>1. Monitor the use of the CPS garden by faculty.</li><li>2. Evaluate the student civics projects created in 2023.</li><li>3. Universal Design<ol style="list-style-type: none"><li>a. Survey faculty and students to solicit implementation of FLEX.</li><li>b. Notes from grade-level meetings</li><li>c. Use Outdoor Classroom</li></ol></li><li>4. List of projects completed during FLEX blocks</li></ol> |