Murphy Elementary School
School Improvement Plan 2023 - 2026

Improvement Area #1 - Student Belonging

Throughout the 2023-2026 school years, Murphy Elementary School staff will collaborate to develop a stronger sense of student belonging by creating a more inclusive school environment. We will meet the needs of our diverse student population by recognizing and embracing their differing life experiences.

As a result of cultivating positive relationships, our students will feel connected, supported and heard.

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Historical Data: **Demographic Shifts Over Time**

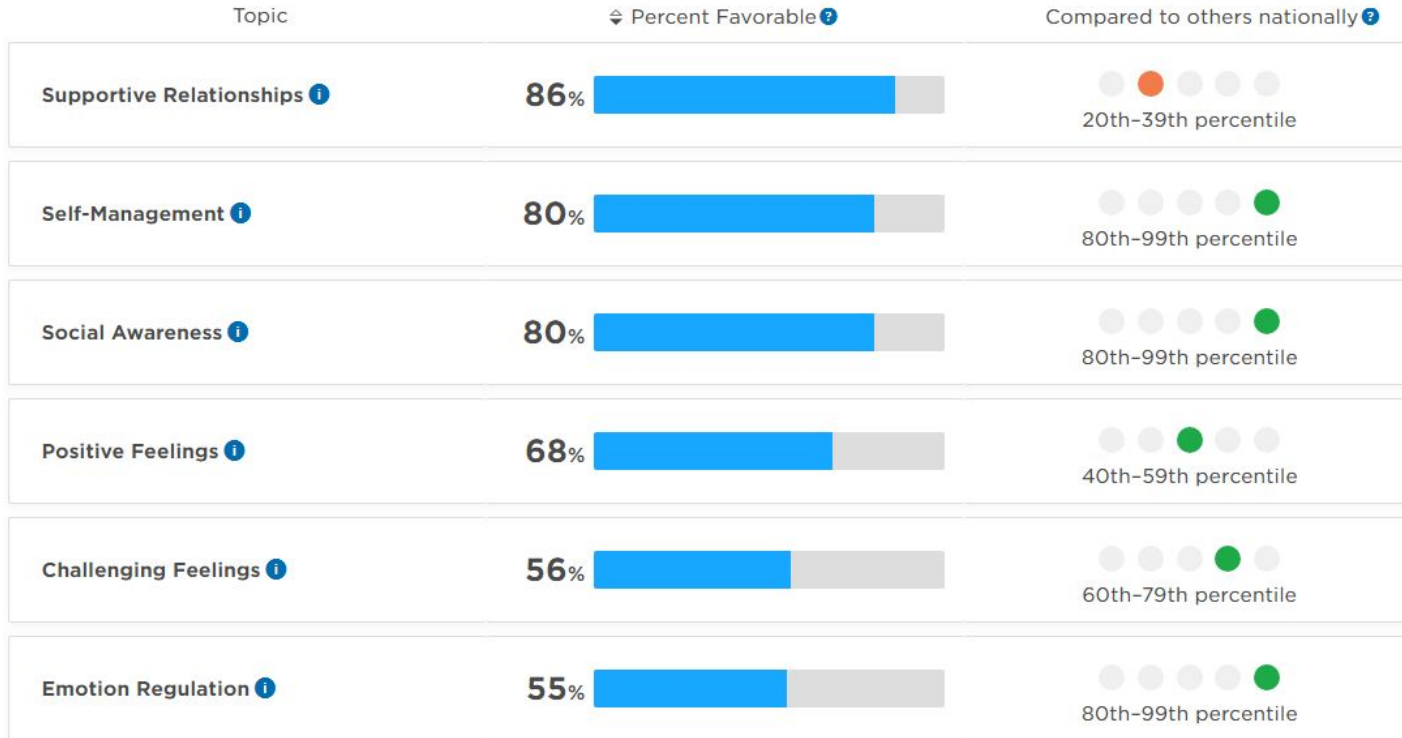| Selected Populations	2022-23	2012-2013	2002-2003	Change from 2003-2023
First Language not English	18.3	1.7	2.2	+ 16.1
English Language Learner	9	0.0	1.1	+ 7.9
Low-income	47.3	26.8	10.3	+ 37
Students With Disabilities	23.7	10.3	6.2	+ 17.5
High Needs	56.3	33.3	-	* + 23

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2022-2023 Panorama Survey of 5th Grade SEL: Student Competency & Well-Being Measures

How did students perceive their own social-emotional skills?

Topic	Percent Favorable	Compared to others nationally
Supportive Relationships	86%	20th–39th percentile
Self-Management	80%	80th–99th percentile
Social Awareness	80%	80th–99th percentile
Positive Feelings	68%	40th–59th percentile
Challenging Feelings	56%	60th–79th percentile
Emotion Regulation	55%	80th–99th percentile

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Historical Data: **Attendance over time**

	2018-2019 (Pre-Covid)	2019-2020 (Pre-Covid)	2020-2021	2021-2022	2022-2023
Chronic Absenteeism Over Time					
Attendance Rate	95.9	95.9	95.5	92.6	93.7
Avg. # Absences	7.3	7.9	7.2	12.8	11
Chronic Absenteeism	6.0	6.9	14.3	29.3	17.8

* Massachusetts defines Chronically Absent as missing at least 10% of days enrolled (e.g., 18 days absent if enrolled for 180)

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Success Measure	Action Steps	Leader - Team	Timeline
Support programming opportunities to increase by **10% each year**	- EL tutoring - Individual daily check in roster - Belonging initiative support network - Targeted focus on practices relevant to High Needs population	Patrick Costello - Principal Aley McGrath - EL Teacher Suzanne Missert - Counselor	September 2023-June 2026 Quarterly check-in to monitor progress and success
Targeted focus on attendance, decreasing chronic absenteeism by **10% each year**	- Monitor daily attendance - Recognize positive attendance trends - Incentivize individual and group attendance goals	Patrick Costello - Principal All Staff	September 2023-June 2026 Quarterly check-in to monitor progress and success

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Success Measure	Action Steps	Leader - Team	Timeline
PBIS Evaluation, Tailoring & Implementation, resulting in **10% increase** of activities each year	• Shared / reinforced School Culture Frameworks • Assemblies geared toward relevant, timely themes • Friday ROAR, weekly PAW celebrations • Student and Staff weekly "Spotlight"	Patrick Costello - Principal PBIS Grade Level Teams All Staff	September 2023-June 2026 Quarterly check-in to monitor progress and success
Second Step Implementation and Restorative Practices implemented in **100% of classrooms**	• SEL lessons with Second Step curriculum. • Circle Forward curriculum for use of restorative practices	Grade level classroom teachers Suzanne Missert - Counselor All Staff	September 2023-June 2026 Quarterly check-in to monitor progress and success

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Success Measure	Action Steps	Leader - Team	Timeline
Decrease number of Chronically absent students by **15% per year**	- Weekly review of attendance - Communicate with students and families who are chronically tardy or absence - Develop a protocol and procedures for tracking and communicating missed time on learning	Grade level classroom teachers Suzanne Missert - Counselor Classroom Teachers	September 2023-June 2026 Quarterly check-in to monitor progress and success
Panorama Survey increase well-being measures by **10% per year.**	- Panorama student survey in September and May regarding SEL needs and connectedness to staff and school. - Panorama staff survey on connectedness to each other and school.	Grade level classroom teachers Suzanne Missert - Counselor Classroom Teachers	September 2023-June 2026 Quarterly check-in to monitor progress and success

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Improvement Area #2 - Student Achievement

Throughout the 2023-2026 school years, Murphy Elementary School staff will collaborate to develop purposeful, well-structured lessons using high quality resources. Analysis of formative and summative data will inform instructional practices that meet the diverse needs of our students.

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Historical Data:

Murphy I-Ready Data Students On or Above Grade Level				
	2022-2023	**2021-2022**	**2020-2021**	**2019-2020**
Reading	60%	54%	55%	66%
Math	56%	52%	47%	47%

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MCAS Achievement All Students - Meeting or Exceeding Expectations			
	2023	**2022**	**2021**
ELA	39	42	54
Math	41	45	37

2023 MCAS Achievement (Meeting or Exceeding Expectations) All Students & High Needs				
	Murphy Achievement (All Students)	**State Achievement (All Students)**	**Murphy Achievement (High Needs)**	**State Achievement (High Needs)**
ELA	39	42	21	24
Math	41	40	24	23

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MCAS GrowthAll Students			
	2023	**2022**	**2021**
ELA	48	52	27
Math	49	47	34

2023 MCAS Growth All Students & High Needs				
	Murphy Growth (All Students)	**State Growth (All Students)**	**Murphy Growth (High Needs)**	**State Growth (High Needs)**
ELA	48	50	46	47
Math	49	50	47	48

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Success Measure	Action Steps	Leader - Team	Timeline
The number of students in grades 1-5 that are on grade level or above will increase in Reading & Math **by 10% / year.**	● Staff will adapt instructional practices based on Spring i-Ready Diagnostic, Dibels and MCAS results.	Patrick Costello - Principal All Teachers Academic Coaches	September 2023 - June 2026
At least **1x / month,** staff will utilize data to reflect on practices and improve instruction.	● Data, including MCAS, Pre/Post assessments, and Benchmark, will be analyzed collaboratively during PLC, staff meeting and PD ● Subgroup data, including High Needs, will be used while considering best practices ● Data will drive both the MTSS schedule and the SIT process.	Patrick Costello - Principal All Teachers Academic Coaches	September 2024 - June 2026

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Success Measure	Action Steps	Leader - Team	Timeline
Growth percentiles for all students will **increase by 5** and SWD will **increase by 10** each year	- Staff will participate in MCAS protocols in both literacy and math - Data will drive both the MTSS schedule and the SIT process - Student work will be analyzed in order to guide instructional practices - Student conferences will be used to focus on specific topics based on item analysis	Patrick Costello - Principal All Teachers Academic Coaches	September 2023 - June 2026
Review of supports for academic success at least **1x / month**	- PD activities focused on Wit & Wisdom implementation. - MTSS, Inclusion and Special Education service review.	Patrick Costello - Principal All Teachers Academic Coaches	September 2024 - June 2026

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Improvement Area #3 - Family & Community Partnerships

Throughout the 2023-2026 school years, Murphy Elementary School will increase and strengthen collaborative efforts between schools, families, and the broader community to support students' educational, emotional, and social development. Providing diverse methods of communication will allow families and community members to have direct, consistent interactions with the school staff, which will lead to positive outcomes for students.

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Historical Data:

Enrollment by Race/Ethnicity 2003-2023:

Selected Populations	2022-23	2012-2013	2002-2003	Changes from 2003-2023
African American	7.5	6.2	1.5	+ 6
Asian	5.7	3.4	1.5	+ 4.2
Hispanic	20.8	5.8	2.6	+ 18.2
Native American	0.0	0.3	0	0
White	60.2	79.0	94.5	- 34.3

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Historical Data:

- **2013-2019 - monthly Principal's newsletter**
- **2020-2023 - weekly Principal's update (Sunday message)**
- **2020-2023 - Use of Google translate and Tele-language**
- **2013-2023 - Monthly parent council meetings, including 12-15 participants**
- **50% - 70% participation at school-wide events for families**
- **Partnerships with community members / organizations, including Eagle Scout project, WHS VIP program, area businesses, Holly Hill farm, Voya community service days**
- **Pre-Covid - regular use of volunteers for various purposes**

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Success Measure	Action Steps	Leader - Team	Timeline
Utilize communication to promote an environment where every family feels valued and empowered to actively participate in the educational process **at least 1x per week**	● Provide diverse opportunities for families to engage in two-way communication ● Intentional resource sharing with families with consideration to a variety of needs ● Family survey to gather input from stakeholders	Patrick Costello - Principal All Teaching Staff	September 2023-June 2024 Quarterly check-in to monitor progress and success
Calendar of school events and enrichment offerings to include **at least 3** family-focused events / year	● Utilize messaging for targeted event promotion ● Family enrichment development ● Parent Council and School Council agendas	Patrick Costello - Principal All Teaching Staff	September 2023-June 2024 Quarterly check-in to monitor progress and success

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Success Measure	Action Steps	Leader - Team	Timeline
Expansion community Partnerships / outreach opportunities by **at least 2** per year	- We will form partnerships with Weymouth High School programs - Our school community will participate in charitable endeavors (i.e. Food Pantry) - Access and incorporate volunteer opportunities		September 2023-June 2026 Quarterly check-in to monitor progress and success
Increase opportunities for student benefit resulting from family / community engagement **by 10%** each year	- Attendance monitoring and support - Professional Development agendas and products - Restructured open house - Additional open house for EL families translator provided		September 2023-June 2026 Quarterly check-in to monitor progress and success