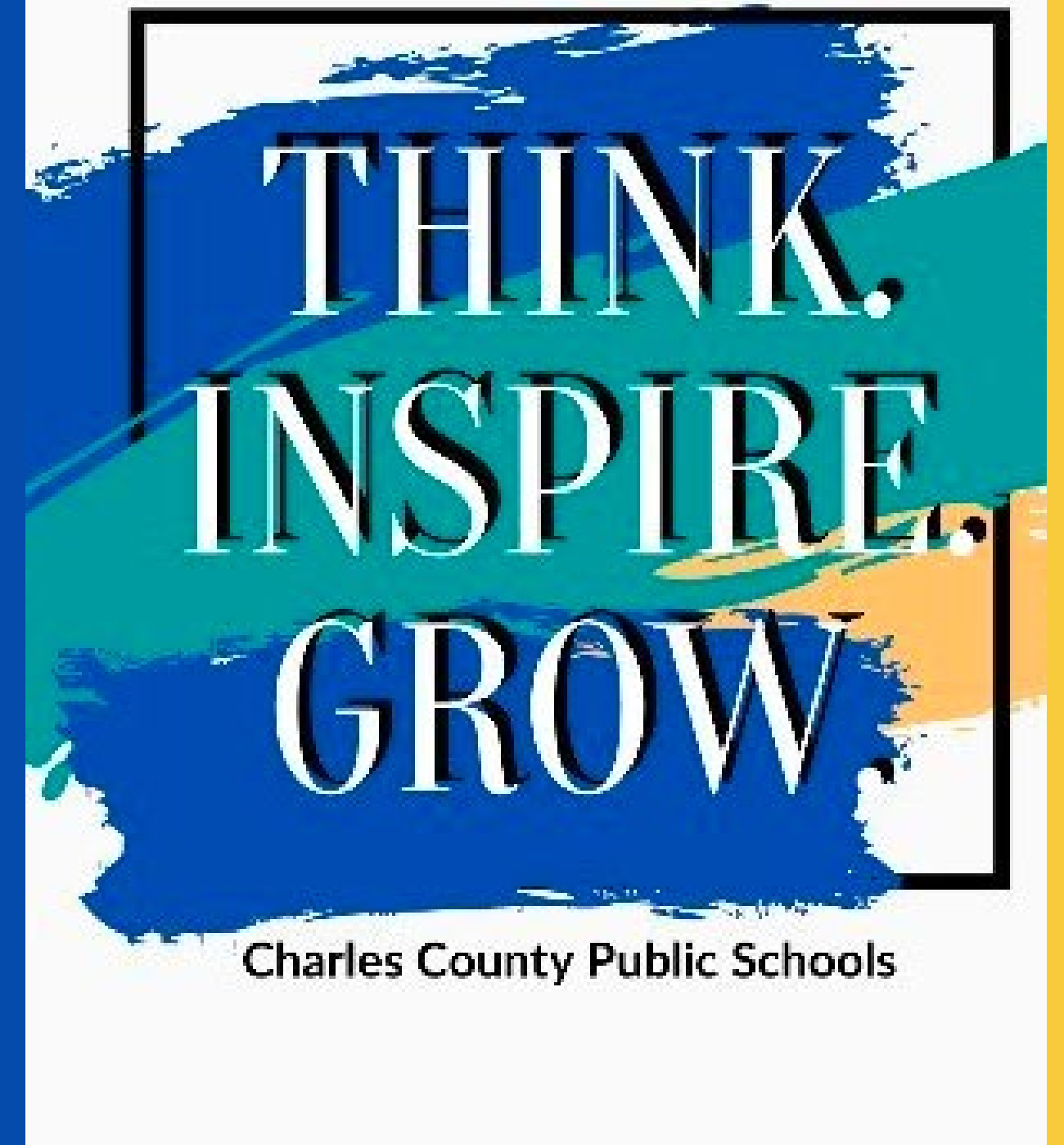


Charles County
Public Schools
School Improvement Plan
Cycle 1

T.C. Martin Elementary



School Wide Success

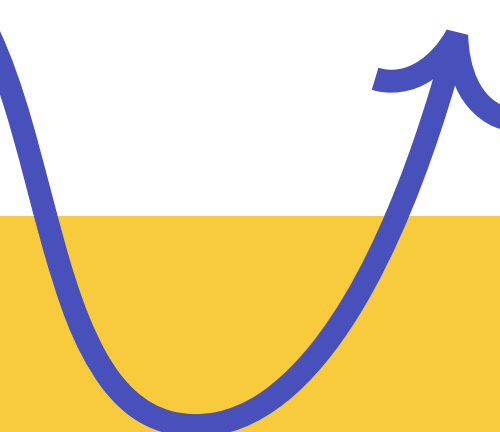


In this Together!



Why Continuous School Improvement

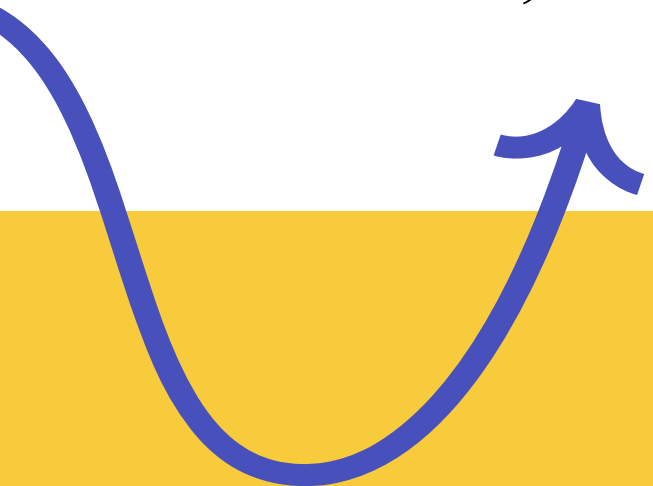
- ✓ School Improvement is the blueprint schools use to guide decision – making to impact important markers of successful schools - student achievement, absenteeism, teacher retention and development, school climate and culture, parental involvement, resource allocations, and systems and structures (Grissom, Egalite, & Lindsay, 2021).
- ✓ Each school develops a School Improvement Plan (SIP). The SIP identifies priority goals, instructional and culture strategies, and supports schools will implement to raise student achievement and prepare students for college and career pathways.
- ✓ This work starts at the elementary school and continues through high school.



Why Continuous School Improvement

Continuous improvement is based upon three core principles:

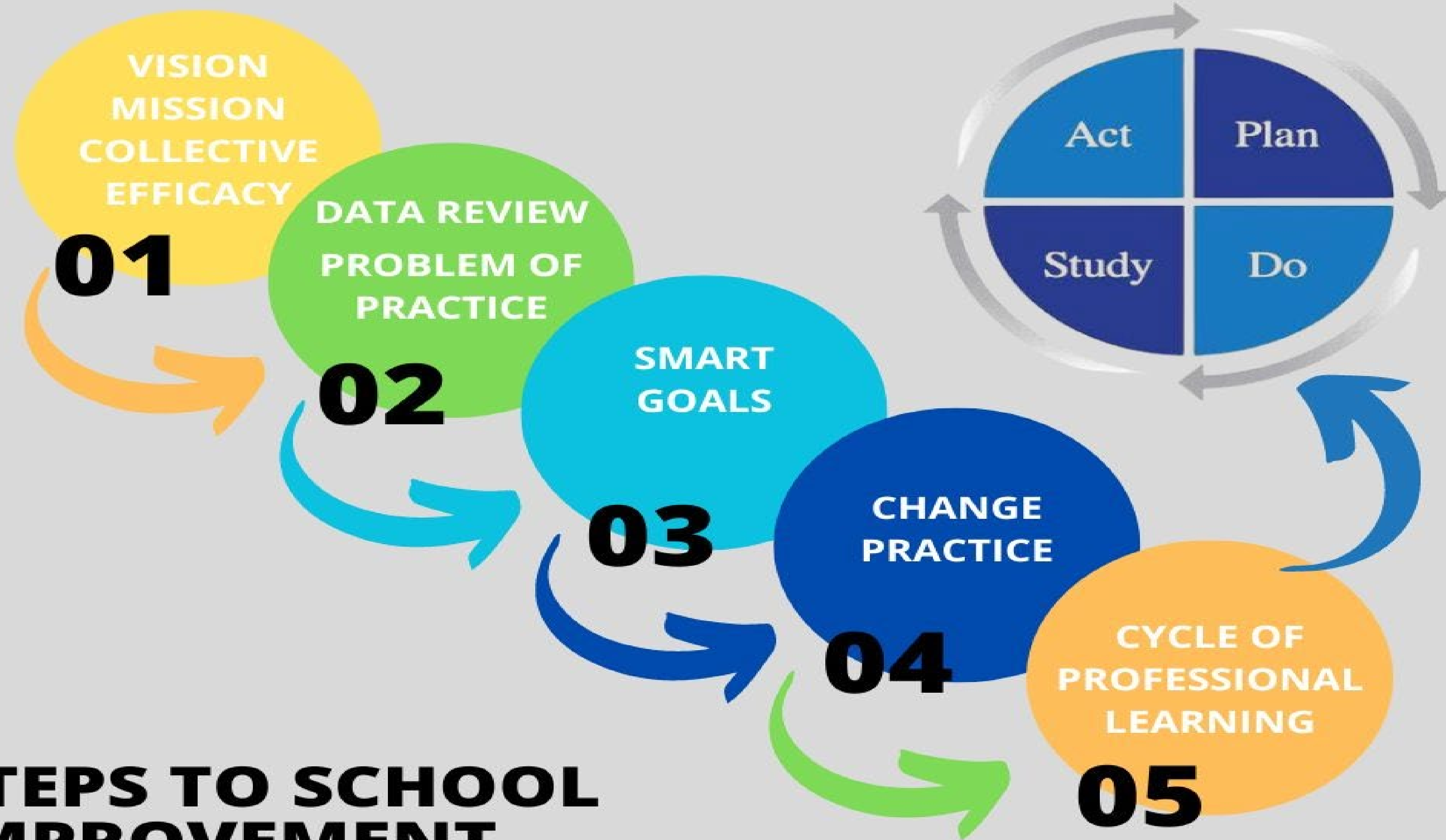
- ✓ Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
- ✓ Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
- ✓ Focusing on a series of small changes, combined with ongoing evidence collection and review, can lead to large-scale change (Derrick-Mills, Sandstrom, Pettijohn, Fyffe, & Koulish, 2014; Hawley, 2006; Park, Hironaka, Carver, & Nordstrum, 2013; Snow, Dismuke, Zenkert, & Loffer, 2017).



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STEPS TO SCHOOL IMPROVEMENT



Vision, Mission, Collective Efficacy Statements

Vision: The vision of T.C. Martin ES is to create a 5-star school community where all children feel empowered to develop their character, full potential and create their own success story.

Mission: The mission of T.C. Martin ES is to provide students a high-quality education in a welcoming, safe, loving, and inclusive environment that positions students for life-long learning and success.

Collective Efficacy Statement: Through the continuous school improvement process, T.C. Martin ES will create a school culture focused on the shared belief that quality teaching and learning is a collaborative effort that values the voices of all stakeholders.

Together, we will identify our areas of strength and growth, work collaboratively to plan, implement, and monitor our efforts, celebrate our successes, and leave no one (students and adults) behind.



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Data Summary

In the chart, please include five concise data points that identify the areas of need.

English Language Arts Data Overview	Mathematics Data Overview
3-5% of our students grades 3-5 are tagged as distinguished learners in ELA on the MCAP	3-5% of our students grades 3-5 are tagged as distinguished learners in Math on the MCAP
47% of our students in grades 3-5 are tagged as proficient learners in ELA on the MCAP	28% of our students grades 3-5 are tagged as proficient learners in Math on the MCAP
53% of students in grades 3-5 are not proficient	72% of students in grades 3-5 are not proficient
We see an increase in proficiency deficits as students grow older on i-Ready and the MCAP	We see an increase in proficiency deficits as students grow older on i-Ready and the MCAP
40% or more of students are declining in proficiency between grades 3-5 on i-Ready and the MCAP	40% or more of students are declining in proficiency between grades 3-5 on i-Ready and the MCAP



School Problem of Practice & Smart Goals

Problem of Practice

- 53% of our students in grades 3-5 are declining in proficiency in reading and math on MCAP. 41% of our students in grades 1-5 are declining in proficiency in reading and math on iReady. Declining proficiency can be attributed to inconsistent execution and implementation of standards-aligned instruction, to include a lack of differentiation.

ELA Smart Goal

- T.C. Martin Elementary will increase the number of students meeting or exceeding proficiency on the MCAP ELA assessment from 47% to 52% by June 2025 and increase students performing at proficient or above by 5% in reading i-Ready by June 2025.

Mathematics Smart Goal

- T.C. Martin Elementary will increase the number of students meeting or exceeding proficiency on the MCAP Mathematics assessment from 28% to 33% by June 2025 and increase students performing at proficient or above by 5% in math numbers and operations on i-Ready by June 2025.



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Cycle 1: Change Practice & Cycle of Professional Learning

Change Practice

- Incorporate the active process of unpacking standards and standards aligned lessons/student activities in reading and math as an ongoing practice through weekly team collaborative planning. Unpacking standards in reading and mathematics. This will be aligned to collaborative planning procedures.

Cycle of Professional Learning # 1 Overview

- Use Common Core Companion guide to unpack standards in reading and math
- Participate in weekly team collaborative planning meetings to structure upcoming lessons in reading and math.
- Participate in an internal guided visit to measure progress of collaborative planning practices.



Cycle 1: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
The unpacked standards will be posted as learning goals in child friendly language as “I Can” statements	Students will be aware of learning standards
There will be evidence of alignment when classrooms are visited	Student work samples will align with the standards
Teachers will ask questions aligned with the standards	Students will engage with the standard through discourse
Teachers will have a better understanding of the standards and the capacity to implement standards-aligned instruction	Students will participate small group targeted instruction to help close individual achievement gaps
Teachers will work collectively to solve common problems of practice in closing achievement gaps.	Student improvement and achievement.

Cycle 1: Outcomes

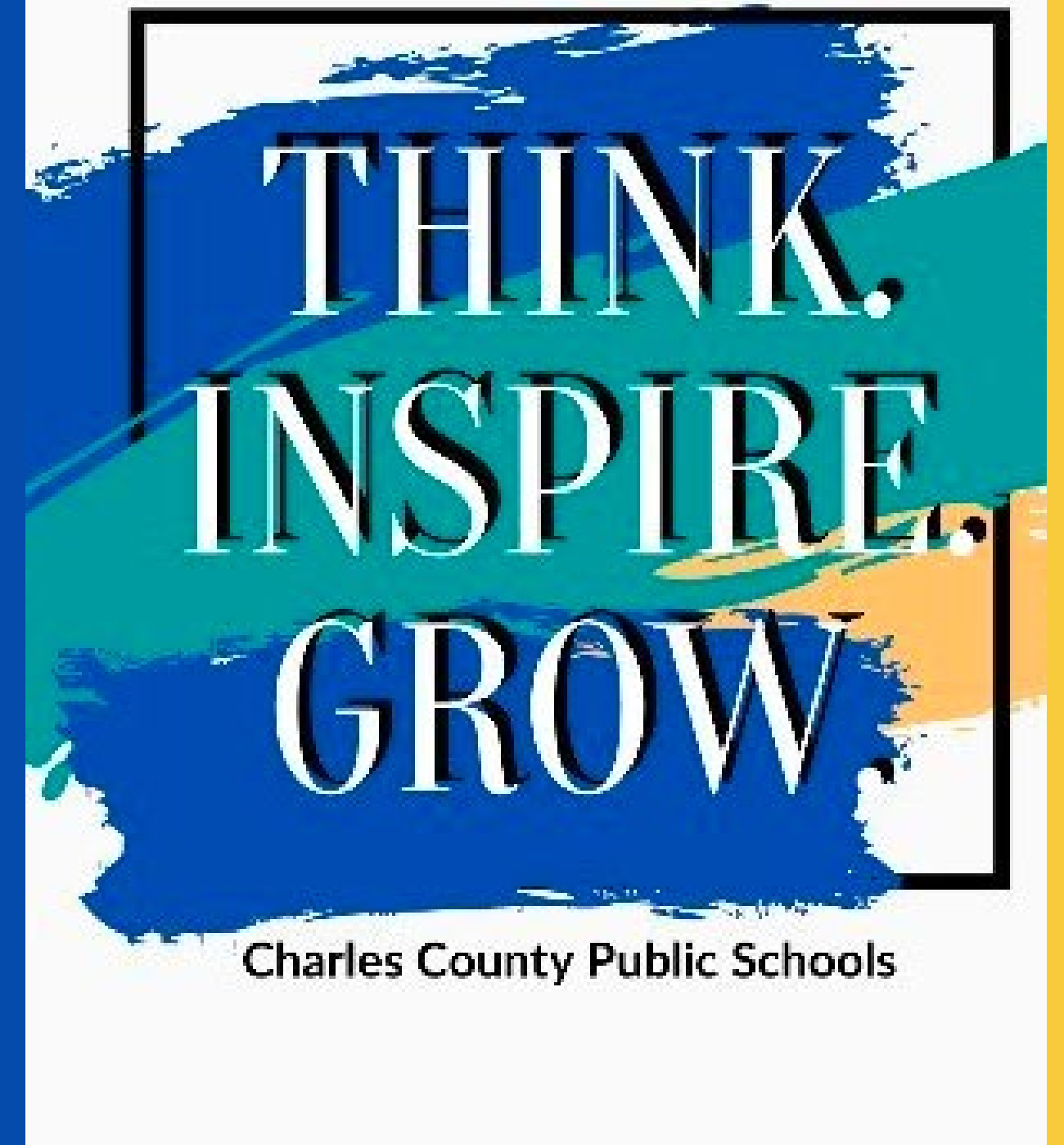
Cycle Areas of Growth	Cycle Celebrations
<p>Weekly monitoring of team collaborative planning will need to be scheduled</p> <p>Updating the accountability measures to ensure follow-up</p>	<p>As of October 2nd grade levels K – 5 have participated in long-range planning</p> <p>Internal guided visits are being scheduled</p>

Next Steps

- Weekly monitoring of collaborative team planning will be scheduled.

Charles County
Public Schools
Culture & Climate Cycle 1

T.C. Martin Elementary



Culture & Climate Overview

Data Overview

93% of students all demographics attend school regularly

Problem of Practice

50 % of student's grades K – 2 are identified as chronically absent due to inconsistent attendance record keeping and follow-up accountability with families.

Smart Goal

Reduce the number of chronic absences from 50% to 40 % by 2025

Culture & Climate Area of Focus

Communication – Increase parent understanding of lawful and unlawful absences using newsletters as well as establishing a weekly update to attendance records.

Care – start monthly attendance prizes to acknowledge and celebrate perfect attendance

Action Steps

1

Create monthly attendance review committee to review and monitor school wide attendance

2

Create weekly check-ins for chronically absent students and attendance goals / accountability

3

Create monthly celebrations/acknowledgements for students who are in school 100% of the time

4

Create monthly notices to parents to update them on our progress of students who arrive to school on-time

Culture & Climate Cycle 1: Outcomes

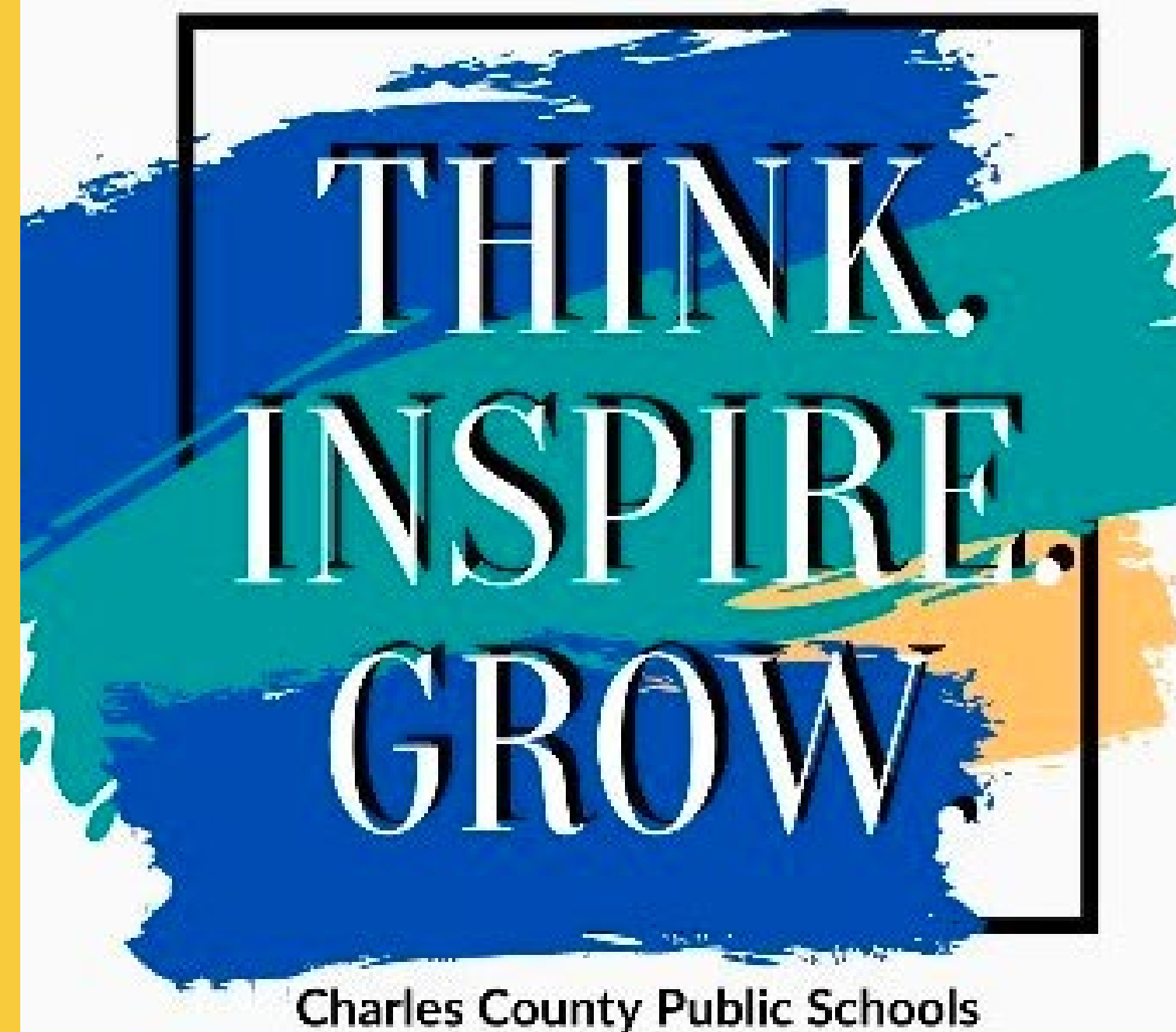
Cycle Areas of Growth	Cycle Celebrations
<p>Maintaining a consistent schedule to meet and discuss goals</p> <p>Ensuring immediate follow up is made with students who are starting to tow the line.</p>	<p>As of September 30, 2024, 214 of 538 students were marked on time and present since August 26, 2024.</p> <p>This is a 46% attendance rate. Good news 😊</p>

Next Steps

- Schedule monthly attendance committee meetings in advance.
- Create a monthly data collection tool to monitor progress.



Thank
You For
Reviewing
our plan!



Working Together To Achieve Excellence For Every Student . . .

We Appreciate Your Partnership!