

**2024-2025
Heim Elementary
School Improvement Plan
through**



Shared Decision Making

BUILDING AND SCHOOL IMPROVEMENT PLAN CHECKLIST
Heim Elementary 2024-2025

Your building SDM plan should contain:

Shared Decision Making Team Mission Statement

Operational Principles

Changes in basic school plan, if any

List of meeting dates and times for the current school year

Communication plan (PTA newsletter, posting minutes, etc.)

Previous year successes, challenges, concerns and how data was gathered

Identification of building SDM's self-assessment tool used in the spring of each year

Team Roster indicating stakeholder group represented, dates and term of signature

SCHOOL IMPROVEMENT PLAN

Heim Elementary 2024-2025

I. Mission Statement

Heim Elementary is a community of parents, teachers, and students, working as a team to create a nurturing environment of respect, tolerance, and diversity while developing life-long learners. We will provide opportunities for growth and success for each student in order to reach their individual potential while building a character of integrity, honesty, perseverance, and responsibility. We value each child's path to success.

II. Operational Principles

- To be respectful and honest in sharing our opinions
- To honor confidentiality about individual statements
- To communicate consistently and effectively with all stakeholder groups
- To state our opinions in a positive way and suggest alternative proposals when we disagree
- To be open to new ideas and approaches
- To make children our top priority

III. Changes in Basic School Plan

The School Improvement Plan has changed in response to the Williamsville Central School District's Strategic Plan. The school's primary academic goals are now being addressed through that plan; therefore, our goals for this year focus primarily on effective communication with stakeholders and celebration of student achievements within our building.

IV. Meeting Dates

September 12, 2024	
October 10, 2024	
November 14, 2024	
December 19, 2024	
January 16, 2025	7:15 am
February 13, 2025	7:15 am
March 13, 2025	7:15 am
April 10, 2025	7:15 am
May 15, 2025	7:15 am
June 12, 2025	7:15 am
	7:15 am
	7:15 am

SCHOOL IMPROVEMENT PLAN Heim Elementary 2024-2025

V. Communications Plan

- Weekly staff bulletin for professional and support staff
- Bi-weekly Parent Newsletter
- Principal's Report discussed at PTA Meetings
- SDM Parent Representative report information at PTA Meetings
- Report, question and answer at Faculty Meetings and Team Meetings
- Report, question and answer at each PTA Meeting

VI. Summary

Successes

Heim Elementary School's Shared Decision Making Team's Summer Journal initiative continues to be an area of great pride for our team. We are continuing to find ways to expand and improve upon this program. We begin promoting the Summer Journal Initiative in early June via video announcements. The students read excerpts from the previous year's journals and there is a cameo appearance from our mascot, HERO. Later in June, the 4th grade students personally hand out journals to each classroom and congratulate students for completing the school year. This increases enthusiasm for completing the summer journal and returning it in September. Again this year, we are having at least one student from each class talk about or read something from their summer journal on the morning announcements throughout the spring to further increase excitement. We posted our Summer Journals online so that families would still have access to them if the hardcopy was misplaced. Students who completed their Summer Journals this past year were recognized with a certificate that was signed by our Shared Decision Making Team. We also reinstated our school-wide Summer Journal Celebration this year by having some musicians and athletes from Williamsville North High School lead a parade up and down each hallway in the building.

Our monthly Character Education sheets were a success again this year. Each month, we focus on a different character trait and these sheets are sent home for families to complete together. We have received positive feedback from parents about these activities. We are looking to expand our Character Education Program at Heim this year.

Our Student Safety Patrol has continued to make a big impact on our school. The students who participate take great pride in their roles and responsibilities and are truly committed to the team..

Our stakeholder community has repeatedly requested increased communication about critical school events and a desire to learn more about happenings within our building. This critical feedback has been instrumental in our focus to provide increased layers of communication and providing easier access to our families through harnessing the universal access of WITS.

Challenges

Our school continues to see more and more students from diverse backgrounds. We will continue to develop practices that respect and recognize diversity.

The team will continue to look for ways to support and encourage meaningful parent involvement to the extent permitted, and focus on supporting students at all grade levels.

**SCHOOL IMPROVEMENT PLAN
Heim Elementary 2024-2025**

Concerns
None at this time.

Data Gathering Process
We use teacher and parent input to make decisions.

SHARED DECISION MAKING TEAM ASSESSMENT Heim Elementary 2024-2025

This assessment is intended as a tool to reflect on your team's functioning, progress, and/or successes. This tool is to be completed in June (of the preceding school year, for inclusion in the SDM plan completed in the fall). Rate each item as a strong (5) or a weak (1) area for your team. You may complete this assessment individually and then discuss your answers as a team.

		5	4	3	2	1
1.	Our SDM Team has established a process insuring that our School Improvement Plan is focused on strengthening student achievement and character development/wellness.	X				
2.	Operational Principles guide our meetings.	X				
3.	Our team has agreed on procedures for holding efficient and effective meetings.	X				
4.	All SDM members have equal opportunities to share creative, innovative ideas.	X				
5.	Each member of our team takes responsibility for doing his/her fair share of work.	X				
6.	We communicate SDM plans and progress with all stakeholder groups.	X				
7.	We collaborate with the entire school community to meet our SDM goals/plans.	X				
8.	We celebrate and publicize our SDM success.		X			
9.	Our team is most proud of: -Our collaboration and incorporation of ideas and events. -Summer Journal and the increased percentage of completion of our student population. -Setting goals for the team and school. -Working well as a team to involve everyone in making decisions and working on projects. -Use of data for student learning and character education. -Create new opportunities to promote our ideas to the students and parents. -Working to improve the school community through academics and character education. -Ability to communicate and stay focused. -Commitment to children.					
10.	One way that we could improve: -Publicize our purpose and successes more frequently -Continue to promote our role to support academics -Plan more events with parent involvement -Maintain ongoing communication with school community -More Heim community involvement with our goals					

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN
Heim Elementary 2024-2025**

School Goals:

Heim Elementary School
2024-2025 Shared Decision Making Team Goals

1. Increase ease of communication about critical events, resources, and ongoing within the Heim Elementary community by utilizing the WITS home page with dashboards.

The District will improve effective communication with families, students, and staff by enhancing and expanding the knowledge of our digital media presence.

1C.1 The District will continually communicate with parents about the current information that they prioritize as being important for their children and develop a central District landing page to house the information.

1C.2 The District will highlight the positive stories and instructional accomplishments of students and staff within the Williamsville Central Schools.

Area #2 - Wellness, community, and sustainability

A. All students and staff will have equitable access to instruction, tools, experiences, and practices that support and enhance their physical, social, and emotional safety and wellness.

2A.1 The District will ensure that the State Education Department's SEL competencies are explicitly taught and integrated into daily learning experiences for all staff and students.

Heim Elementary will continue to infuse restorative practices and equity focused efforts into our instructional sequences and administrative responsibilities.

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN ROSTER
Heim Elementary 2024-2025**

Stakeholder Group	Name	Dates of Term	Signature
Teacher	Sandy Lorenzo	2023-2025	
Support Staff	Jeannette Mussolini	2023-2025	
Administrator	Lindsey Johnson	Permanent	
Community Rep.	Peter Tripi	2023-2025	
Administrator	Patrick Quast	Interim	
Teacher	Lauren Vogel	2023-2025	
Parent	Megan Swerzo	2024-2026	
Parent	Lindsay Ragusa	2024-2026	
Parent	Jill Stegall	2024-2026	