# Webster Groves School District
# Building School Improvement Plan
# 2024-2025

**Developed in alignment with the Strategic Plan for 2023-2026**

| Select School: | | | | | |
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| | **Ambrose** | **Avery** | **Bristol** | **Clark** | **Edgar Road** |
| | **Givens** | **Hixson** | **Hudson** | **WGHS** | |

| **Guidelines:** | |
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| | 1. One strategy should focus on ***academic achievement*** and include specific action steps and outcomes/deliverables for each of the following student groups:<br>● *Overall Achievement, achievement for students of color, achievement for students who qualify for a free/reduced priced lunch, achievement for students who qualify for special education*<br><br>2. One strategy should focus on ***culture/climate*** and include specific action steps and outcomes/deliverables for each of the following student groups:<br>● *Overall Achievement, achievement for students of color, achievement for students who qualify for a free/reduced priced lunch, achievement for students who qualify for special education*<br><br>3. One strategy can be ***decided by the building*** but must be aligned to the Strategic Plan for 2023-2026. |

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| **Building Strategy #1:** | Engaging staff assessment data analysis to promote excellence in teaching and learning | | | | |
| **Alignment to Strategic Plan Goal (select one goal)** | | **Goal #1: Excellent Teaching and Learning** | Goal #2: Pathways to Self-Discovery | Goal #3: Personal Health and Wellbeing | Goal #4: Organizational Sustainability and Growth |
| **Objective:** | To better personalize and individualize learning for students and staff. | | | | |
| **Rationale:** | Focusing on data cycle work allows staff to identify and intervene utilizing common formative assessments**.** | | | | |
| **Specific Action Steps:** | PLC work will continue in Year 5 of implementation with systemic work on data analysis and instructional interventions<br>August PD around CLT leaders growing their capacity and agency<br>Year 3 of reassessment policy and reactivating committee to potentially revise/testing center<br>Draft of Policy<br>Adjust master schedule to accommodate co-planning period for core CLT groups<br>October Professional development with CLT leaders on data<br>November 4 CLT Leader Session 4: Extending Student Outcomes<br>February 25 CLT Leader Session 6: Assessing Our Expectations<br>March EOC tested CLT pre-assessment and adjusted instruction<br>May 13 CLT Leader Session 8: Differentiating Student Experiences<br>Utilization of Instructional monitors | | | | |
| **Desired Outcomes/Deliverables:** | 100% of staff will engage PD on 11/5 around data collection and analysis and conduct in their CLT<br>**Smart goal to increase each subgroup 10% toward proficiency (proficient/advanced)**<br>**Current ELA**<br>**60% overall**<br>**28% SOC**<br>**22% FRL**<br>**29% IEP** | | | | |

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| | **Current Government**<br>**59.3% overall**<br>**21% SOC**<br>**30.5% FRL**<br>**25% IEP** |

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| **Building Strategy #2:** | **Foster a sense of belonging for staff and students** | | | | |
| **Alignment to Strategic Plan Goal (select one goal)** | | Goal #1: Excellent Teaching and Learning | Goal #2: Pathways to Self-Discovery | **Goal #3: Personal Health and Wellbeing** | Goal #4: Organizational Sustainability and Growth |
| **Objective:** | To ensure WGSD is a safe learning community where our learners (students and staff) feel a sense of belonging and connection to others. | | | | |
| **Rationale:** | Belonging is a precursor to performance and a force to attach to students to greater community | | | | |
| **Specific Action Steps:** | **A Culture of Belonging and Dignity**<br>August adjusted cell phone practices<br>August DEI work with Dr Williamson<br>August Advisory training<br>September PD Standards for Success evaluations to support Equity and Excellence<br>May CLT Leader Session 8: Differentiating Student Experiences<br>August-May First Friday staff community building events<br>6 PAC meetings<br>One period of Academic Networking will be devoted to student activities each month<br>Added Esports 2023 40 participants<br>Reactivated Talented Tenth/Renaissance | | | | |
| **Desired Outcomes/Deliverables:** | **Evaluate/Feedback advisory**<br>**Panorama**<br>**Less than 5% drop from fall to spring data**<br>**in questions that revolve around "Belonging"**<br>*How well do people understand you at your school as a person?*<br>*Overall, how much do you feel you belong at your school?*<br>**https://secure.panoramaed.com/webstergroves/understand/21533751/survey_results/24131668#/questions/topics/58189** | | | | |

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| | 100% of students will engage in lessons designed to address grade check-ins, life skills, college and career readiness, and community-building<br>85% of students will name a trusted adult among WGHS adults in fall survey and 90% will name one in spring 2024 survey<br>80% of all students will be involved in at least one activity or participate in athletics |

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| **Building Strategy #3:** | **To promote safety and security for students and staff** | | | | |
| **Alignment to Strategic Plan Goal (select one goal)** | | Goal #1: Excellent Teaching and Learning | Goal #2: Pathways to Self-Discovery | **Goal #3: Personal Health and Wellbeing** | Goal #4: Organizational Sustainability and Growth |
| **Objective:** | To ensure WGSD is a safe learning community where our learners (students and staff) feel a sense of belonging and connection to others. | | | | |
| **Rationale:** | Safety is paramount to create a thriving school community where students' basic safety needs are met.<br>feeling comfortable at school and reflected in attendance | | | | |
| **Specific Action Steps:** | Revision of phone access in instructional spaces<br>August Staff meeting Safety reminders & protocols<br>Raptor EMS implementation<br>Trusted Adult survey and follow up<br>Panorama surveys<br>Promote reporting pathways<br>Weekly safety component of Administrative team meetings<br>Crisis Team CPI Trained<br>Visit to Reunification site<br>All staff and students trained on Standard Response Protocol<br>All Staff A.L.I.C.E. trained for Active Shooter<br><br>Building Crisis Plan<br>Building Crisis Response Team<br>Monthly Student and Staff Safety Reminders and Tips<br>Monthly Drills-Fire, Severe Weather, Intruder, and Earthquake<br>Safety Video Presentations for students<br>Safety Admin Talks<br>Advisory Discussion Drug/Alcohol Prevention<br>Prevent Ed visits to Health classes | | | | |
| **Desired Outcomes/Deliverables:** | Student, discipline and attendance. | | | | |

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| | Panorama questions:<br>If a student is bullied at school, how difficult is it for them to get help from an adult?<br>How often are people disrespectful to others at your school? |