

# **SCHOOL IMPROVEMENT PLAN**

**2024-2026**

**Mosier Elementary School  
101 Mosier Street  
South Hadley, MA 01075**



**EXECUTIVE SUMMARY:**

Mosier Elementary School serves all second through fourth graders in the district. It is located at 101 Mosier Street in the town of South Hadley, Massachusetts, in the heart of the Pioneer Valley on the Connecticut River. There are a total of 19 classrooms with an average class size of 22. Teachers are all highly qualified and hold state certification in their field.

African American	2.0%
Asian	0.9%
Economically Disadvantaged	37.2%
English Language Learners	7.2%
Hispanic	17.1%
Multi-race / Non-Hispanic	2.9%
Native American	0%
Students at Risk	48.9%
Students with Disabilities	20.3%
White	73.1%

**POINTS OF REFERENCE:**

MCAS data (longitudinal), Benchmark Data (longitudinal), Professional Development Staff Survey Responses, Student Climate Survey 2024, MA DOE State Initiatives/Standards/Guidelines, Mosier Elementary School Improvement Plan 2022-2024.

**MISSION STATEMENT:**

At Mosier Elementary School we believe in creating a thriving, robust learning environment that values each student's academic, social, and emotional well being.

The South Hadley School District is committed to initiating and supporting policies, practices and pedagogies that promote social justice, diversity, and inclusion. In celebration of our collective rich diversity, we also seek to affirm and elevate historically marginalized identities and experiences. We are fervent in our belief that biased actions and hateful speech have no place in our learning community. As one unified South Hadley School District, our commitment to social justice and educational equity will be reflected in our daily operations including recruitment, admission, student and staff retention, responsibility for modeling and reinforcing upstander behavior, school and family support, hiring practices, curriculum, and respectful dialogue.

**CORE VALUES:**

Mosier Elementary School is committed to:

- Promoting excellence in education- By using the guidance provided by Massachusetts state standards and initiatives and excelling within current explicit, instructional structures of differentiation that support all students.
- Promoting equity in our community- By empowering students and their families through effective communication/tools and practice of inclusive educational techniques, social emotional learning initiatives, use of curriculum that embraces and emboldens the celebration of all.
- Promoting a responsive sense of community- By celebrating a cooperative and positive approach to community building and consistently and intentionally defining with student voice what can be achieved as a group of individuals.

**Goal #1 - Curriculum, Instruction and Data: Mosier school will continue to design learning environments that will enable students to think and to understand deeply, to make sense and use of their learning, and to leverage their unique learning styles to achieve individual objectives, along a continuum of learning. The result is the establishment of a true community of learners where individual and group needs are recognized and addressed using flexibly administered instructional best practices informed by data.**

Objectives	Action Steps	Persons Responsible	Timeline
<p>Mosier School will provide equitable access and successful outcomes to all students by utilizing research based, differentiated, explicit instructional techniques, in core academic subjects and special subjects courses meeting the standards required of all Massachusetts learners.</p>	<p>MTSS Tiered Systems of Support will be utilized as data cycles are reviewed at least two times per year and identified students are provided tiered interventions and access to research/standards-based, grade level curriculum.</p> <p>Mosier School will utilize IREADY, as a Universal Screener to identify individual student needs and summative data achievement.</p> <p>Additional assessments will include: MCAS  Dibels  Acadience  Core Phonics  Progress Monitoring</p>	<ul style="list-style-type: none"> <li>-Principal</li> <li>-Assistant Principal</li> <li>-ELA Coach</li> <li>-Math Coach</li> <li>-Special Education Staff</li> <li>-Specialty Education Staff</li> <li>-Instructional Staff</li> <li>-Para-Professional/ETA Staff</li> </ul>	<p>August 2024-August 2026</p> <p>PLC's  Faculty Meetings  Grade Level Meetings  District PD Days</p>

	<p>Mosier School will meet in PLC's (Professional Learning Communities) and in district vertical teams to ensure diversified, grade level, standards-based instruction is delivered.</p> <p>Project-Based Learning strategies and techniques will be introduced to Mosier students within Social Studies and Science instruction to offer them more voice, choice and agency. This will allow students to continue through their journey of metacognition.</p> <p>Standards Based Report Cards will continue to be developed by the instructional report card committee and will be designed to align with standards based curriculum instruction.</p>	<ul style="list-style-type: none"> <li>-Principal</li> <li>-Assistant Principal</li> <li>-District Administration</li> <li>-Content Coaches</li> <li>-Instructional Staff</li> </ul> <ul style="list-style-type: none"> <li>-District Administration</li> <li>-Principal/Assistant Principal</li> <li>-Content Coaches</li> </ul> <ul style="list-style-type: none"> <li>-District Administration</li> <li>-Principal</li> <li>-Mosier School Council</li> <li>-District Elementary Instructional Report Card Committee</li> </ul>	<p>District PD 2024-2026</p> <ul style="list-style-type: none"> <li>Faculty Meetings</li> <li>Grade Level Meetings</li> <li>PLC Meetings</li> <li>Vertical Team Meetings</li> </ul> <p>District PD - 2024-2026</p> <ul style="list-style-type: none"> <li>Faculty Meetings</li> <li>Grade Level Meetings</li> <li>PLC Meetings</li> <li>Vertical Team Meetings</li> </ul> <p>Committee Meetings; Spring and Fall of 2024</p>
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Goal #2 - School Community Social Emotional Health and Wellness:** Mosier School will engage in purposeful efforts to support community wide, pedagogical and curriculum based initiatives to leverage students’ social emotional wellness in service of the achievement of students’ individual academic goals.

Objectives	Action Steps	Persons Responsible	Timeline
<p>Mosier School will participate and embrace initiatives that strengthen the conditions allowing for an authentically inclusive educational environment for students.</p>	<p>Weekly assemblies and specialty assemblies will be utilized to embrace, develop and foster an authentic, inclusive environment.</p>	<ul style="list-style-type: none"> <li>-Principal</li> <li>-Assistant Principal</li> <li>-SAC</li> <li>-Instructional Staff</li> <li>-Field Experts</li> </ul>	<p>Tuesday Assemblies Specialty Dates As Scheduled</p>
<p>Mosier School administration will communicate with caregivers as partners on a regular basis and include community ideals when assessing the needs and well being of students.</p>	<p>Implement a systematic communication system at Mosier (Class DoJo/Newsletter)</p> <p>School Surveys</p> <p>Informal Meetings with Administration.</p>	<ul style="list-style-type: none"> <li>-Principal</li> <li>-Assistant Principal</li> <li>-PTA Teacher Representative/s</li> <li>-School Council</li> <li>-MSBA Project Committee Members</li> <li>-Administrative Assistants</li> </ul>	<p>August PD District PD Grade Level Meetings School Council Meetings MSBA Meetings PTA Meetings Informal Meetings with Admin.</p>

<p>Mosier School will embrace and cultivate the belief that all are committed to initiating and supporting policies, practices and pedagogies that promote social justice, diversity and inclusion.</p>	<p>Principal/Assistant Principal and Teacher representatives will attend Diversity, Equity, Inclusion and Belonging Meetings to connect with District Initiatives.</p> <p>School Personnel will actively participate in the District Mental Health Committee initiatives which may include specific Mosier projects that would promote staff retention and health.</p>	<ul style="list-style-type: none"> <li>-Principal</li> <li>-Assistant Principal</li> <li>-Staff Representative/s</li> <li>-District Personnel</li> </ul> <ul style="list-style-type: none"> <li>-Principal/Assistant Principal</li> <li>-Staff Representative/s</li> <li>-Caregiver Representative/s</li> <li>-Greater Community Member/s</li> </ul>	<p>August 2024 - August 2026</p> <p>District Diversity, Equity, Inclusion and Belonging Committee Meetings</p> <p>Faculty Meetings</p> <p>PLC's</p> <p>Collaboration with Senior Center</p> <p>Collaboration with Library</p>
<p>Mosier School will increase engagement with all community stakeholders, while continuously remaining mindful to celebrate our collective rich diversity.</p>	<ul style="list-style-type: none"> <li>-Increase diversity and participation on the Mosier School Council.</li> <li>-Collect survey, anecdotal and street data to be reviewed and honored in school decision making.</li> </ul>	<ul style="list-style-type: none"> <li>-Principal</li> <li>-Assistant Principal</li> <li>-Instructional Staff</li> <li>-Para-Professionals</li> <li>-Students</li> <li>-Community Member</li> <li>-District Leadership</li> </ul>	<p>August 2024-August 2026</p> <p>School-wide celebrations/events</p> <p>Community Annual Open House</p> <p>Faculty Meetings</p> <p>District PD</p> <p>School Council Meetings</p> <p>Weekly School Assemblies</p>

--	--	--	--

**Goal #3 - Improved Special Education and Regular Education Alignment: Mosier School will engage in purposeful efforts to more closely align the work of special education and regular education into a unified service delivery model to better meet the diversity of student need.**

Objectives	Action Steps	Persons Responsible	Timeline
<p>Mosier School will adopt and cultivate social emotional learning practices that promote self care and self regulation.</p> <p>Mosier School will implement an SEL curriculum, Sown to Grow, that enriches the learning environment for all community members.</p> <p>Mosier School will improve special education service delivery through the articulation of clear and concise expectations and grid development for all students.</p>	<p>Community Education in SEL curriculum, (Sown To Grow)and practices.</p> <p>CPI Professional Development will continue on Trauma-Informed Practices to promote self-regulation. These offerings will also be offered to caregivers and community members.</p> <p>PD in new IEP implementation for all staff.</p> <p>Review of TTC and ACCESS program implementation, effectiveness, entrance and exit criteria</p>	<ul style="list-style-type: none"> <li>-District Administration</li> <li>-Principal</li> <li>-Assistant Principal</li> <li>-School Adjustment Counselor</li> <li>-District Mental Health Coordinator</li> <li>-Instructional Staff</li> <li>-Special Ed. Staff</li> <li>-Para-Professionals</li> <li>-Students</li> <li>-Caregivers</li> <li>-Collaborative Experts</li> </ul>	<p>August 2024 - August 2026</p> <ul style="list-style-type: none"> <li>Faculty Meetings</li> <li>Grade Level Meetings</li> <li>PLC Meetings</li> <li>District Professional Development</li> <li>Mental Health Committee Meetings</li> <li>School Council Meetings</li> <li>Weekly School Assemblies</li> </ul>



<p>Improved Communications and service delivery by service providers and classroom teachers that are in support of aligned and comprehensive service delivery.</p> <p>DCAP</p> <p>Systematic Review of service delivery and compliance with IEP requirements.</p> <p>Build capacity for all educators at Mosier that allows all educators to strengthen and understand the implementation of strategies and materials in support of universally meeting the needs of all learners.</p>	<p>Implementation of MTSS standards and team initiatives utilizing all instructional staff.</p> <p>Review of District DCAP</p>		<p>Nov 5, 2024 District PD Grade Level Meetings Faculty Meetings SPED Department Meetings</p> <p>PLC PD - District/School</p>
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------	--	-----------------------------------------------------------------------------------------------------------------------------------------------