

**KIDS' CORNER AND LITTLE HORNET PROGRAM
SCHOOL IMPROVEMENT PLAN FOR 2023-24 SCHOOL YEAR**

District Improvement Priorities:

- Integration of evidence-based reading and writing instructional strategies in all content areas.
- Math and science curricular alignment and instructional support.
- Student and staff safety, mental health, and wellbeing
- Standardized Grading and Reporting Practices

PROGRAM GOAL: PROVIDE A HIGH QUALITY EDUCATIONAL PROGRAM FOR EARLY LEARNERS AND OUT-OF-SCHOOL TIME CARE FOR ELEMENTARY STUDENTS

Objective 1: Maintain highly ratings during the 23-24 annual reviews from governing organizations including Department of Licensing and Regulatory Affairs, Michigan Great Start to Quality Improvement Rating System and the Great Start Readiness Program

Strategy 1: Maintain excellent standing with the Michigan Department of Licensing and Regulatory Affairs (LARA)

Activity:

- All KCLH staff will obtain knowledge regarding updated licensing rules for 2023-24 for individual accountability within classrooms
- All staff will engage in the LARA required Health and Safety Refresher course for the calendar year
- Office manager will update record keeping systems for more efficient and secure review of child and program information

Strategy 2: Maintain a minimum of “Enhancing quality- validated” rating through the Great Start to Quality rating system

Activity:

- Program administration will apply for an updated rating in the Great Start to Quality rating renewal process prior to February 2024
- Administration will complete action items identified in the MiRegistry Organizational Profile Quality Improvement plan by June 2024

Objective 2: Maintain high quality and continued expansion of the Great Start Readiness Program within Little Hornet Preschool

Strategy 1: Continued adherence to established policies developed by the Michigan Department of Education within the Great Start Readiness Program Implementation Manual and established by Ingham Intermediate School District

Activity:

- On-going participation in Early Childhood Directors meetings established by Ingham Intermediate School District

Strategy 2: Expand enrollment of Great Start Readiness students

Activity:

- Maintain high ratings on ISD program quality rubric used for slot allocation
- Analysis of Little Hornet Preschool enrollment and classroom space to increase allocated Great Start to Readiness program braiding
- Continued yearly Increase in GSRP grants requested and awarded

PROGRAM GOAL: ADVOCATE FOR THE ADVANCEMENT AND VALUE OF EARLY CHILDHOOD EDUCATION AND CARE PROFESSION

Objective 1: Advance and retain a quality and effective early childhood workforce

Strategy 1: Increase the quality and quantity of professional development opportunities to ensure all staff members have advanced learning appropriate to their individual instructional and personal needs

Activity:

- Allocation of program resources to support staff pathways to advancement through the TEACH scholarship program and other established district/ISD initiatives
- A professional development plan will be created and implemented for the onboarding process of new staff members (under a year of employment) focusing on the following topics:
 - Overall program goals, vision, and culture
 - Adult/student interactions
 - Positive guidance techniques
 - Health and safety in the classroom
 - Supervision of students
- All staff members will be responsible for acquiring 24 hours of approved professional development per calendar year

Strategy 2: Implement initiatives to retain a quality workforce

Activity:

- Program budget analysis to be fiscally responsible to district, families, and teachers
- Market analysis of comparable program tuition rates and teacher salaries
- Development of teacher wage schedule for established increases

Objective 2: Support advancement of Early Childhood Education

Strategy: Educate program stakeholders of advancement and value of early childhood as established by the Michigan Department of Education Top 10 in 10 goal 1: Expanding early childhood learning opportunities

Activity:

- Communicate advancement metric data to stakeholders upon regular intervals as becomes available
- Incorporate State Board of Education Presentations focusing on goal 1 in staff communications and professional development opportunities
- Monitor and communicate changes to the preschool structure as it advances through the legislative process

PROGRAM GOAL: PROMOTE STAFF AND STUDENT SAFETY, MENTAL HEALTH AND WELL-BEING

Objective 1: Provide and improve upon safe and secure learning environments for students, staff, and families

Strategy: Maintain and improve upon safe and secure learning environments

Activity:

- Monthly communication to increase staff knowledge and situational awareness of district safety protocols and procedures
- Administrative walk-through of indoor and outdoor environments to monitor adherence to established procedures
- Active participation in yearly required safety and security drills for all ages and staff members
- Implement and communicate established district initiatives for the safety and security of staff, students, and families

Objective 2: Provide resources and professional development for staff mental health and well-being

Strategy 1: Staff will gain awareness and have increased access to resources and professional development that support emotional and mental health and well-being

Activity:

- Monthly communication identifying resources available to staff through the district, ISD, and community
- Implement staff well-being initiatives
- Bi-monthly staff check-in activities focusing on individual needs
- Membership to Child Care Education Institute with access to professional development opportunities for trauma-informed practices and individual educator wellness

Strategy 2: Continued efforts to develop a culture of peer support for all staff members

Activity:

- Expansion of mentor teacher program to include all new team members
- All staff members will attend program wide staff meetings 3x per year with primary focus on culture development
- Attendance of sub group meetings (KC or LH) to support collaboration

Objective 3: Promote inclusive environments for students, staff, and families

Strategy 1: Provide inclusive classroom learning experiences for young learners

Activity:

- On-going coaching and professional development for teachers to gain awareness of and expand inclusive policies and practices
- Implementation of individualized and intentional supports to enhance learning opportunities for all students

Strategy 2: Embrace the diverse needs of students and families to enhance development of the whole child

Activity:

- Partner with district, ISD resources, and community to increase family access to resources to support the home cultural and language within the program