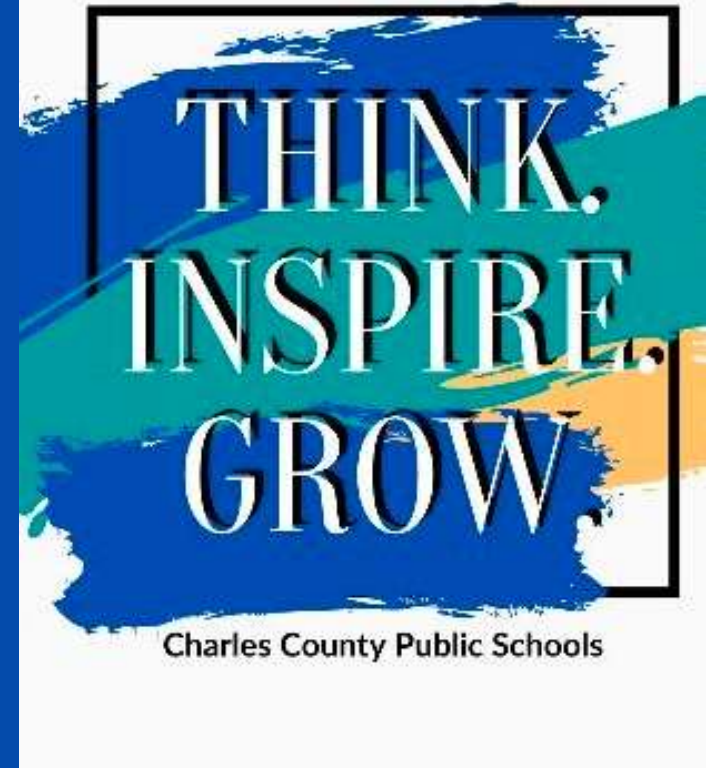


Charles County
Public Schools
School Improvement Plan
Cycle 1

Walter J. Mitchell
Elementary School



It's Always a Great Day at Walter J.!

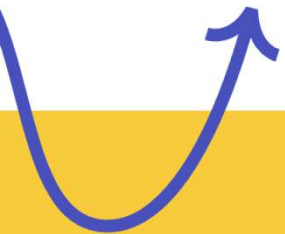


Bulldog
Pride



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.



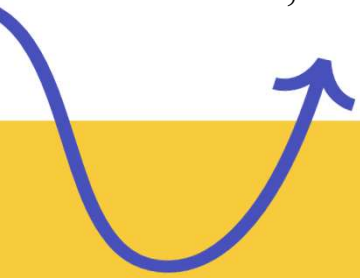
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Why Continuous School Improvement

Continuous improvement is based upon three core principles:

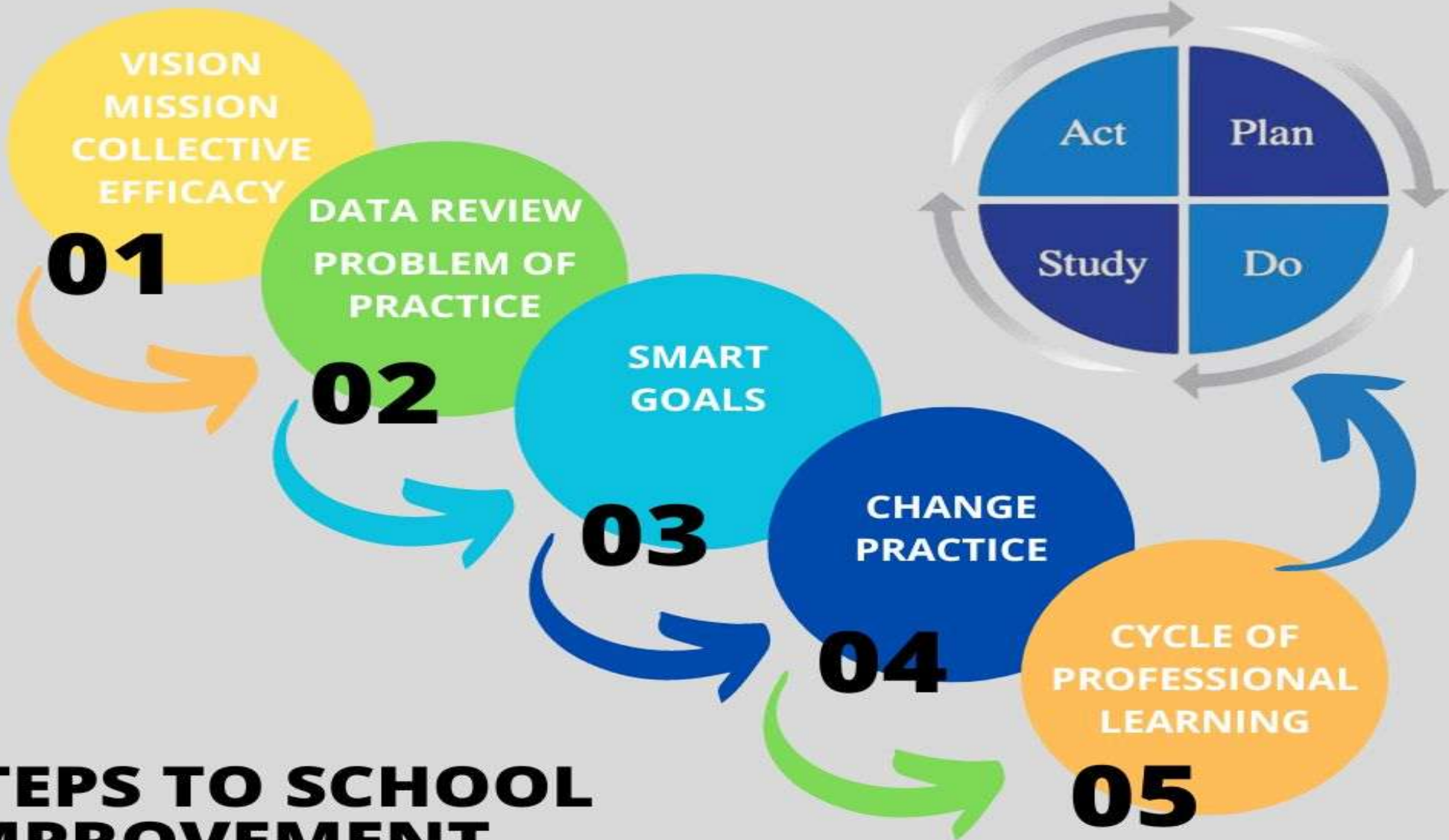
- ✓ Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
- ✓ Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
- ✓ Focusing on a series of small changes, combined with ongoing evidence 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



Walter J. Mitchell Elementary School

Vision, Mission, Collective Efficacy Statements

Vision: The vision of Walter J. Mitchell Elementary School is to create a positive and energetic environment where staff, students, and the community work collaboratively to meet the challenges of achieving academic excellence, develop personal responsibilities and become equipped with skills necessary to succeed in future educational opportunities. We will continue to focus our work on providing outstanding academic experiences for our students and fostering great relationships with families.

Mission: The mission of Walter J. Mitchell Elementary School is to provide a quality instructional program in cooperation with parents, through which all students become responsible and successful learners.

Collective Efficacy Statement:

Through the continuous school improvement process, Mitchell ES will create a school culture that is focused on the shared belief that 100 percent of students can succeed and grow despite learning obstacles. Together, we will cultivate a culture of a growth mindset, creating an atmosphere where Bulldogs will unleash their potential.



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Area of Focus

Dear Bulldog Community,

We are committed to ensuring that all students reach their full potential in English Language Arts and Mathematics. To support our students' growth, we are focusing on providing clear and consistent instruction that aligns with educational standards.

Why This Matters:

- Empowerment:** When students have a strong grasp of the curriculum, they feel more confident and engaged in their learning.
- Success in Learning:** By reinforcing our instructional approaches, we can help students develop essential skills and improve their understanding.
- Collaboration:** We believe that working together with parents can create a supportive learning environment at home and school.

We look forward to partnering with you to help our students thrive!

Thank you for your continued partnership in your child's education.

Sincerely,
Walter J. Mitchell Elementary



Data Summary

English Language Arts Data Overview	Mathematics Data Overview
SY 23/24 MCAP Data showed that 45% of students are proficient in ELA.	SY 23/24 MCAP Data showed that 37% of students are proficient in Math.
<p>3rd Grade MCAP Data showed that 40% of students were proficient.</p> <p>4th Grade MCAP Data showed that 50% of students were proficient.</p> <p>5th Grade MCAP Data showed that 46% of students were proficient.</p>	<p>3rd Grade MCAP Data showed 40% of students were proficient.</p> <p>4th Grade MCAP Data showed that 41% of students were proficient.</p> <p>5th Grade MCAP Data showed that 29% of students were proficient.</p>
SY23/24 iReady Data showed the classes are making a median growth of 135% of typical growth.	SY 23/24 iReady Data showed that classes were making a median growth of 100% of typical growth.
SY 23/24 iReady Data showed the 43% of students are performing below grade level according to Spring iReady reports for grades K-5.	SY 23/24 iReady Data showed 47% of students were performing below grade level according to Spring iReady reports for grades K-5.

School Problem of Practice & Smart Goals

ELA Smart Goal

Mitchell Elementary School will increase the number of students meeting or exceeding proficiency on the MCAP ELA assessment from 46% to 56% by June 2025.

Mathematics Smart Goal

Mitchell Elementary School will increase the number of students meeting or exceeding proficiency on the MCAP Math assessment from 37% to 47% by June 2025.



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Cycle 1: Change Practice & Cycle of Professional Learning

Change Practice

- Mitchell Elementary will implement the use of planning protocols during collaborative planning sessions.

Cycle of Professional Learning # 1 Overview

- Through various professional development opportunities, teachers will understand standard aligned instruction, participate in collaborative planning, and review and utilize data to drive instruction.

Cycle 1: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
Feedback from walkthroughs will enhance the quality of Tier 1 instruction.	Students will be engaged and actively involved in their academic lessons.
Teachers will engage in regular meetings with the instructional leadership team to gain clarity on standards, explore effective instructional practices, and analyze data collaboratively.	Student work will showcase progress and development, indicating a clear understanding of taught standards.

Cycle 1: Outcomes

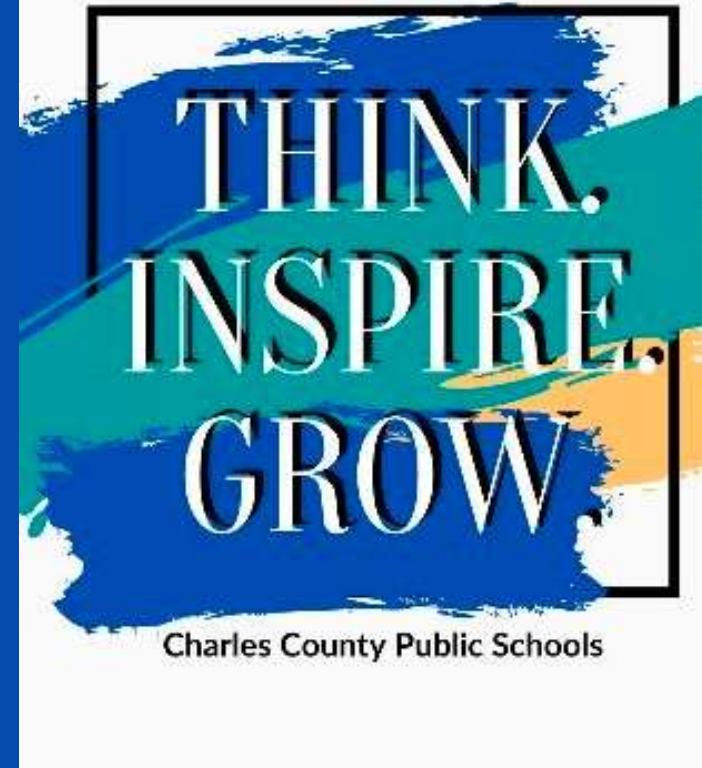
Cycle Areas of Growth	Cycle Celebrations
<ol style="list-style-type: none">1. Walkthroughs2. Looking at Student Work3. Collaborative Planning	<ol style="list-style-type: none">1. Good procedures and routines are established.2. Curriculum activities are being used.3. Large portion of staff find collaborative planning useful.

- Staff will have opportunities to complete Peer Walkthroughs.
- During collaborative planning, time will be set aside to examine student work and make data driven teaching choices.
- Professional Development will be focused on aspects of Structured Literacy.

Charles County Public Schools Culture & Climate Cycle 1

Mi

Walter J. Mitchell
Elementary School



Culture & Climate Overview

Data Overview

347 Total Referrals
213 Minor and 134 Major
57% of students were referral free

Culture & Climate Area of Focus

Our analysis indicates that a significant number of referrals arise from disrespect or disruptions in the school environment. To tackle this, we are emphasizing the importance of teachers managing classroom discipline and building strong relationships with students, which will help create a positive and safe environment for everyone.

Action Steps

- 1 Presenting data updates at monthly staff meetings.
- 2 Professional Development on Behavior Support initiatives to be implemented by all staff.
- 3 Posting visuals of schoolwide expectations throughout the school building.
- 4 Staff will implement social emotional learning (SEL) tools and strategies (Move This World, calming corners, and parent/student relationships.)

Culture & Climate Cycle 1: Outcomes

Cycle Areas of Growth	Cycle Celebrations
<ol style="list-style-type: none">1. Implementation of Behavior Support Initiatives.2. Implementation of social emotional learning (SEL) tools and strategies with fidelity.	<ol style="list-style-type: none">1. Data shared at all staff meetings.2. Social Emotional Strategies (Move this World) utilized by all classroom teaches.

Next Steps

- Professional Development for families on Social Emotional Strategies(SEL) to use at home.
- Ongoing discussion with staff to reinforce SEL strategies, implementation, and initiatives.



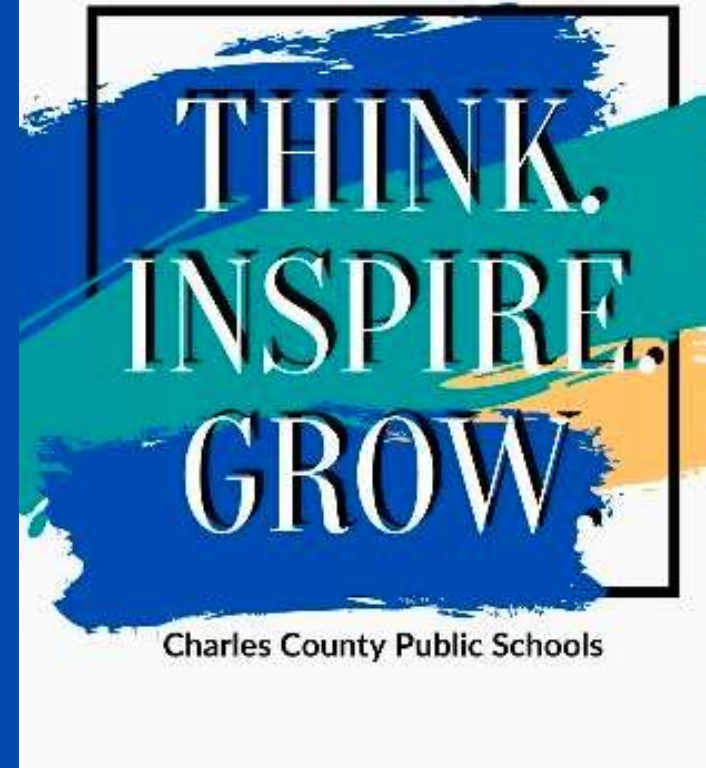
THANK
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OUR PLAN!



Working Together To Achieve Excellence For Every Student . . .
We Appreciate Your Partnership!

Charles County
Public Schools
School Improvement Plan
Cycle 2

Walter J. Mitchell
Elementary School



Unleashing our Bulldog Potential!



Cycle 2: Change Practice & Cycle of Professional Learning

Change Practice

- Mitchell Elementary will implement the use of planning protocols during collaborative planning sessions.

Cycle of Professional Learning # 2 Overview

- Through various professional development opportunities, teachers will understand standard aligned instruction, participate in collaborative planning, and review and utilize data to drive instruction.

Cycle 2: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
Feedback from walkthroughs will enhance the quality of Tier 1 instruction.	Students will be engaged and actively involved in their academic lessons.
Teachers will engage in regular meetings with the instructional leadership team to gain clarity on standards, explore effective instructional practices, and analyze data collaboratively.	Student work will showcase progress and development, indicating a clear understanding of taught standards.



Cycle 2: Outcomes

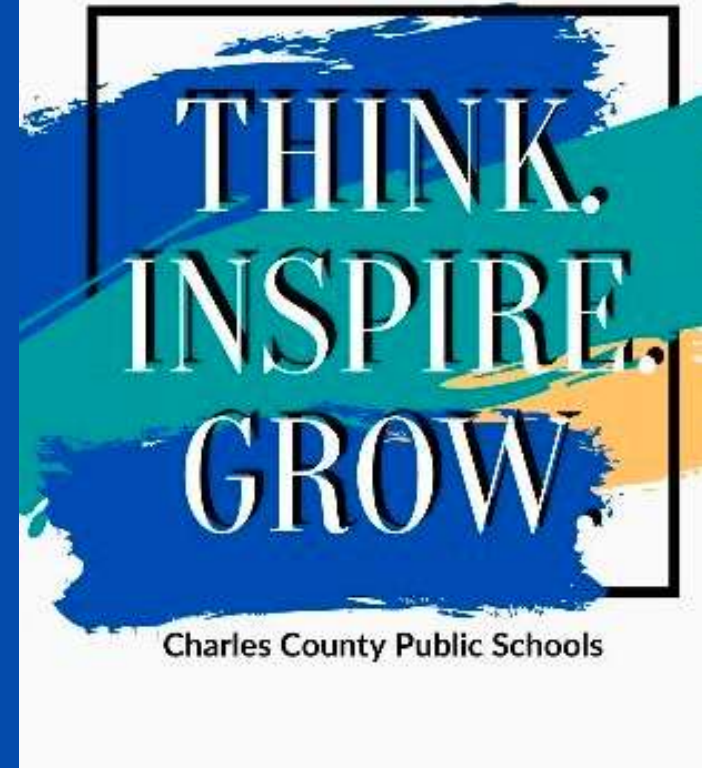
Cycle Areas of Growth	Cycle Celebrations
<ol style="list-style-type: none">1. Walkthroughs2. Looking at Student Work3. Collaborative Planning	<ol style="list-style-type: none">1. Good procedures and routines are established.2. Curriculum activities are being used.3. Consistency in planning.

Next Steps

- Walkthroughs
- Targeted Data Collection

Charles County
Public Schools
Culture & Climate Cycle 2

Walter J. Mitchell
Elementary School



Culture & Climate Overview

Data Overview

191 Total Referrals in Quarter 1 and Quarter 2
98-Minor
93-Major

Culture & Climate Area of Focus

Our analysis indicates that a significant number of referrals arise from disrespect or disruptions in the school environment. To tackle this, we are emphasizing the importance of teachers managing classroom discipline and building strong relationships with students, which will help create a positive and safe environment for everyone.

Smart Goal

Mitchell ES will reduce the number of major/minor referrals by 10% by June 2025.

Action Steps

- 1 Presenting data updates at monthly staff meetings.
- 2 Professional Development on Behavior Support initiatives to be implemented by all staff.
- 3 Posting updated visuals of schoolwide expectations throughout the school building.
- 4 Staff will implement social emotional learning (SEL) tools and strategies (Move This World, calming corners, and parent/student relationships.)

Culture & Climate Cycle 2: Outcomes

Cycle Areas of Growth	Cycle Celebrations
<ol style="list-style-type: none">1. Shared resources and online access tools to families in order to bridge a common SEL language among students and families at home and at school.2. Continued focus on the reduction of schoolwide major and minor referrals.	<ol style="list-style-type: none">1. Walter J. Mitchell hosted a Move This World Community Night event.2. Continued data talks at all staff meetings.

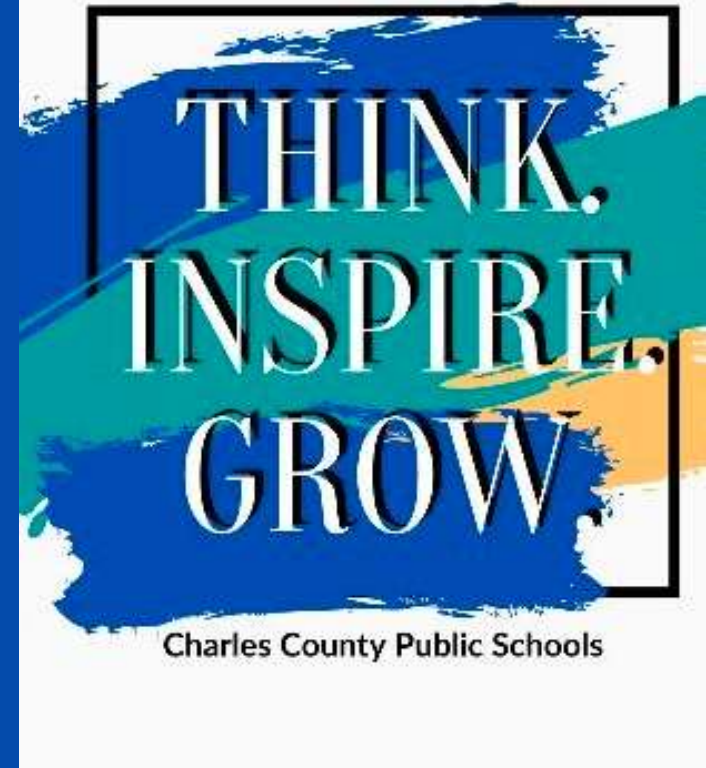
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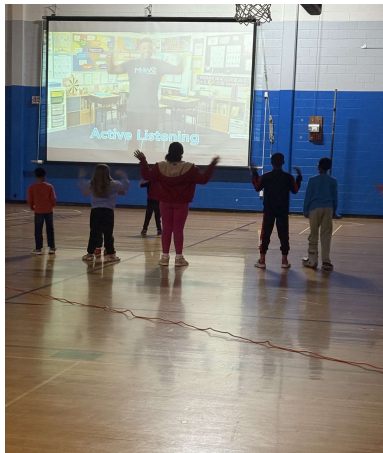
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Charles County
Public Schools
School Improvement Plan
Cycle 3

Walter J. Mitchell
Elementary School



Showing Our Bulldog Pride!



Cycle 3: Change Practice & Cycle of Professional Learning

Change Practice

Mitchell Elementary will refine our focus to fostering academic discourse and implementing the gradual release of responsibility model, empowering students to take greater ownership of their learning while enhancing collaborative discussions and critical thinking skills.

Cycle of Professional Learning # 3 Overview

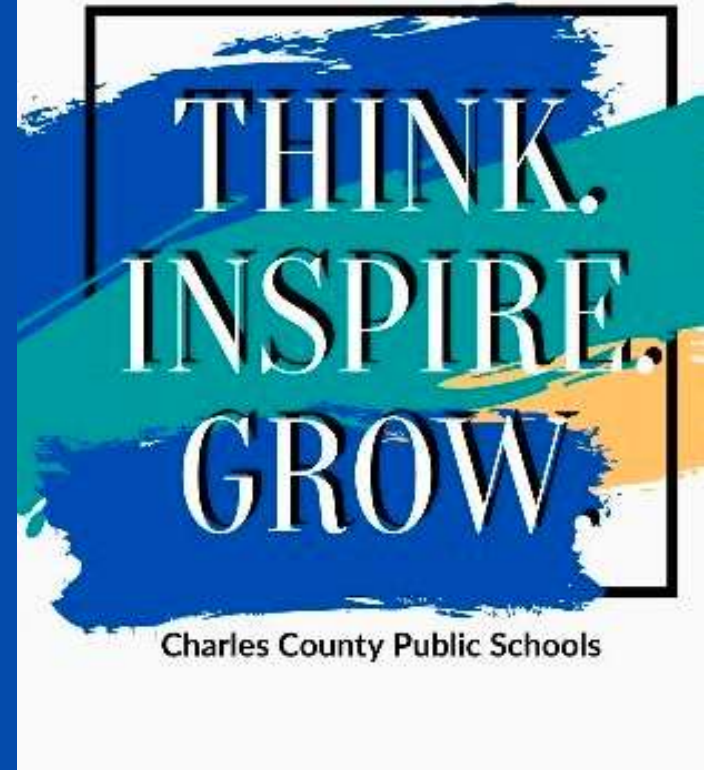
Through a range of professional development opportunities, teachers will deepen their understanding of academic discourse, engage in collaborative planning sessions, and systematically analyze and apply data to inform and enhance instructional practices, ensuring a targeted and effective learning experience for all students.

Cycle 3: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
Leveraging the criteria outlined in the Classroom Look Fors document to systematically assess and guide instructional practices, ensuring alignment with key learning objectives and promoting a dynamic, student-centered learning environment.	Amplified student discourse across all subject areas, encouraging collaborative discussions, critical thinking, and the exchange of diverse perspectives to deepen understanding and promote active learning.
Providing opportunities for peer walkthroughs, allowing educators to observe one another's practices and engage in reflective feedback sessions that foster professional growth, collaboration, and the sharing of effective strategies.	Expanded opportunities for meaningful student engagement, fostering active participation, deeper connections to the content, and a stronger sense of ownership over their learning journey.
Ongoing implementation of the LASW (Looking at Student Work) protocol to analyze student performance, identify learning trends, and collaboratively develop targeted strategies for improving instructional effectiveness and student outcomes.	Students will actively engage with feedback from teachers and peers to critically reflect on their progress, refine their understanding, and enhance the depth and quality of their learning.

Charles County
Public Schools
Culture & Climate Cycle 3

Walter J. Mitchell
Elementary School



Culture & Climate Overview

Data Overview

405 total referrals for quarters 1-4
185-Major
220-Minor

Culture & Climate Area of Focus

Our analysis indicates that a significant number of referrals arise from disrespect or disruptions in the school environment. To tackle this, we are emphasizing the importance of teachers managing classroom discipline and building strong relationships with students, which will help create a positive and safe environment for everyone.

Smart Goal

Mitchell ES will reduce the number of major/minor referrals by 10% by June 2025.

Action Steps

- 1 Presenting data updates at monthly staff meetings.
- 2 Professional development on behavior support initiatives to be implemented by all staff.
- 3 Staff will implement social emotional learning (SEL) tools and strategies (Move This World, calming corners, and parent/student relationships.)

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