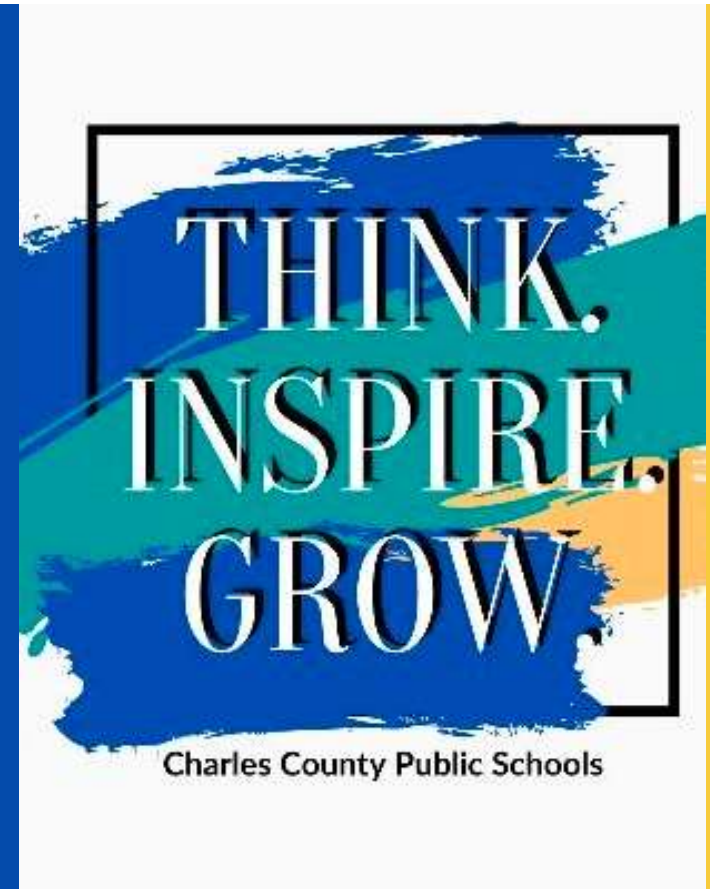
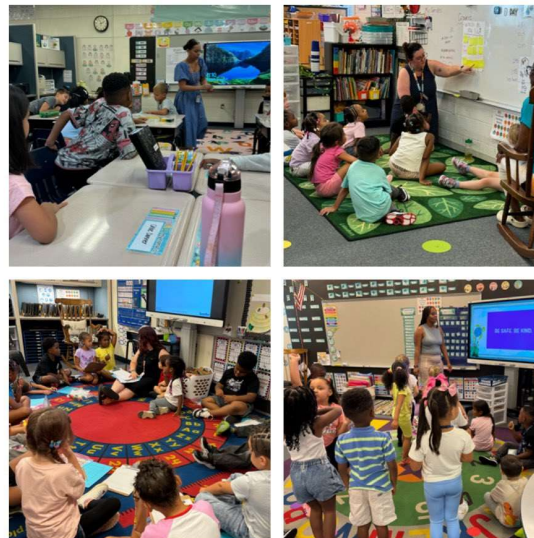
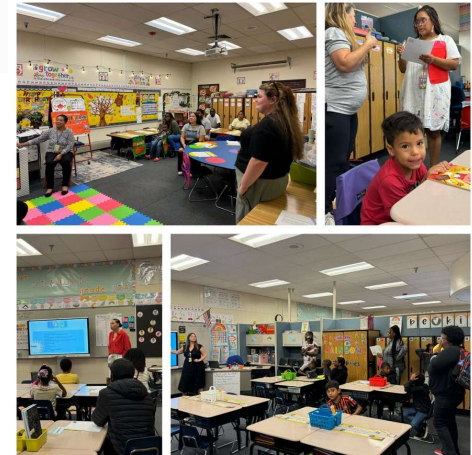


Charles County Public Schools School Improvement Plan Cycle 1

Indian Head Elementary

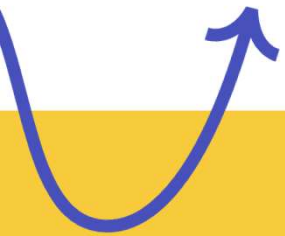


One School, One Sound



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.



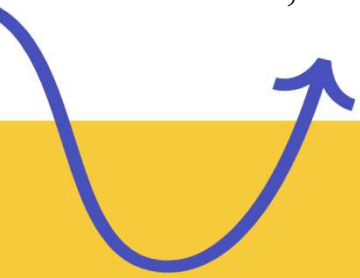
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Why Continuous School Improvement

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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VISION
MISSION
COLLECTIVE
EFFICACY

01

DATA REVIEW
PROBLEM OF
PRACTICE

02

SMART
GOALS

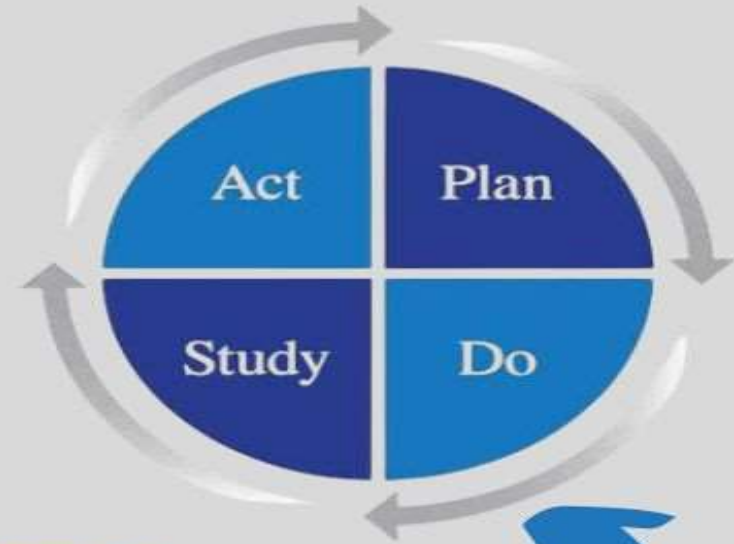
03

CHANGE
PRACTICE

04

CYCLE OF
PROFESSIONAL
LEARNING

05



**STEPS TO SCHOOL
IMPROVEMENT**

Indian Head Elementary

Vision, Mission, Collective Efficacy Statements

Vision: Indian Head Elementary School strives to build positive relationships within the school and community to provide a quality education for all students using standards-based instruction.

Mission: It is our mission to provide a safe and engaging learning environment for all learners that promotes mutual respect and responsibility between home and school. We want all students to feel welcome, safe, and loved.

Collective Efficacy Statement: Through the continuous school improvement process, Indian Head Elementary School will create a school culture focused on the shared belief that all students can learn in an engaging environment. Together we will create a culture based on collaborative planning, focusing on strong Tier 1 instruction and data analysis to promote student achievement.



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Area of Focus

We are dedicated to enhancing the educational experience for all our students. Our focus is on strengthening Tier 1 instruction through collaborative planning and increasing student engagement. We believe that quality standards aligned instruction that engages and challenges students, along with differentiated instruction to meet the diverse needs of all learners, are key to achieving this goal.

Together, we can support our students in reaching their full potential in both reading and math.

Data Summary

In the chart, please include five concise data points that identify the areas of need.

English Language Arts Data Overview	Mathematics Data Overview
22% of students in grades 3-5 were proficient learners on Reading MCAP Spring 2024	15.4% of students in grades 3-5 were proficient learners on Math MCAP Spring 2024
70% of current 3 rd graders were below grade level in Reading according to Spring 2024 iReady data	73% of current 3 rd graders were below grade level in Math according to Spring 2024 iReady data
61% of current 4 th graders were below grade level in Reading according to Spring 2024 iReady data	87% of current 4 th graders were below grade level in Math according to Spring 2024 iReady data
76% of current 5 th graders were below grade level in Reading according to Spring 2024 iReady data	80% of current 5 th graders were below grade level in Math according to Spring 2024 iReady data
In grades 2-4, 40% of students were below on foundational skills in Reading according to Spring 2024 iReady data	80% of all students were below grade level in numbers and operations according to spring 2024 iReady data

Indian Head Elementary school was identified in 2022 as an Additional Targeted Support and Improvement (ATSI) school by MSDE for our underperforming student group, students with disabilities. The school has put in place strategies to support these students, including providing high quality intervention programs and additional materials and resources for small group instruction.



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School Problem of Practice & Smart Goals

ELA Smart Goal

Indian Head Elementary School will increase the number of students meeting or exceeding proficiency on the MCAP ELA assessment from 28.9% to 33% by June 2025.

Mathematics Smart Goal

Indian Head Elementary School will increase the number of students meeting or exceeding proficiency on the MCAP Mathematics assessment from 15.4% to 21% by June 2025.



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Cycle 1: Change Practice & Cycle of Professional Learning

Change Practice

- Teachers will participate in regular collaborative planning to strengthen standards-aligned Tier 1 classroom instruction.

Cycle of Professional Learning # 1 Overview

- Complete an at-a-glance of standards and learning goals to be posted outside of classroom.
- Complete reflection forms for regular walkthroughs by admin/ILT
- Participate in monthly professional learning in reading and math to unpack standards and enhance Tier 1 instruction.
- Promote student discourse and engagement in the classroom using discussion techniques learned in professional learning sessions.

Cycle 1: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
If teachers participate in collaborative planning and school-based professional learning opportunities, then quality standards-aligned Tier I instruction will be implemented. This will promote student engagement and student learning.	The percentage of students on grade level as measured by iReady Winter assessments will increase.

Cycle 1: Outcomes

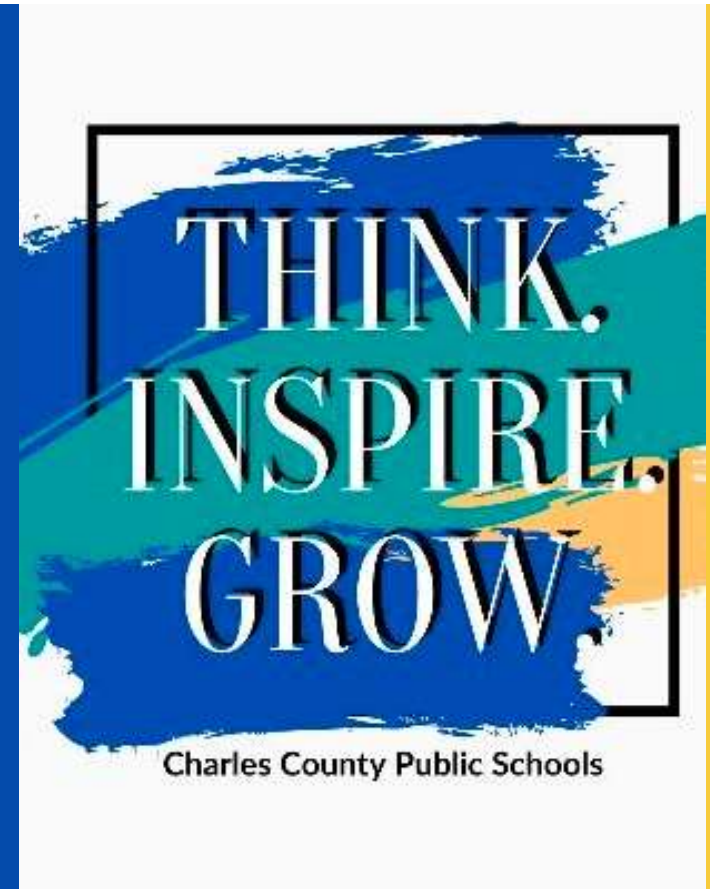
Cycle Areas of Growth	Cycle Celebrations
<p>Walkthrough data showed:</p> <ul style="list-style-type: none">• Students not working in groups• Students not participating in student discourse	<p>Walkthrough data showed:</p> <ul style="list-style-type: none">• A majority of teachers have classroom visuals/resources• Teachers provide clear directions for students to follow, and materials were ready

Next Steps

- Targeted professional learning in the area of student discourse

Charles County Public Schools School Improvement Plan Cycle 2

Indian Head Elementary



Cycle 2: Change Practice & Cycle of Professional Learning

Change Practice

- Teachers will participate in regular collaborative planning to strengthen standards-aligned Tier 1 classroom instruction with a focus on student discourse.

Cycle of Professional Learning # 1 Overview

- Adjust an at-a-glance of student discourse strategies to be posted outside of classroom.
- Complete reflection forms for regular walkthroughs by admin/ILT
- Participate in monthly professional learning in reading and math to unpack standards and enhance Tier 1 instruction.
- Promote student discourse and engagement in the classroom using discussion techniques learned in professional learning sessions.

Cycle 2: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
If teachers participate in collaborative planning and school-based professional learning opportunities in the area of student discourse, then quality Tier I instruction will be implemented. This will promote student engagement and student learning.	If students participate in regular student discourse the percentage of students on grade level as measured by iReady Winter assessments will increase.

Cycle 2: Outcomes

Cycle Areas of Growth	Cycle Celebrations
Lack of planning. Missed opportunities for student discourse. Common assessment data showed gaps in mastery of standards. Students are not consistently participating in student discourse.	Teachers are using curriculum. Teachers were provided professional development to establish common language and protocol for lesson deep dive collaborative planning. Growth in both reading math on winter iReady. We made our intermittent of increasing on or above grade level in both reading and math by 7%.

Next Steps

- Schedule regular attendance at collaborative planning from Admin/ILT
- Create feedback document to provide team about planning meeting
- PLT Teacher members will present to staff on utilizing planning time effectively

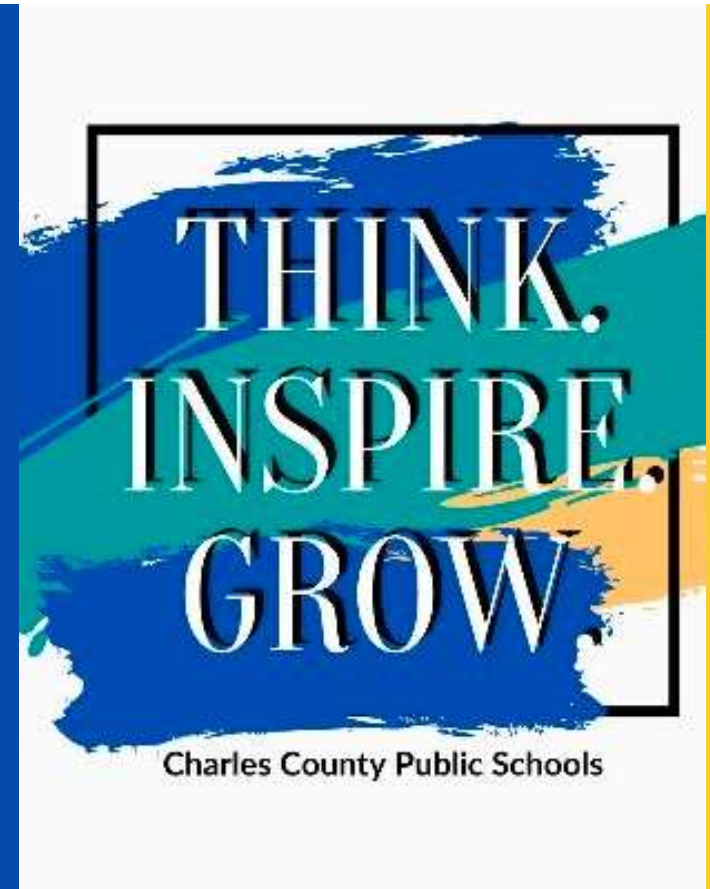


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Charles County
Public Schools
School Improvement Plan
Cycle 3

Indian Head Elementary
School



Cycle 3: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
Teachers will participate in regular collaborative planning with regular attendance from Admin/ILT and provide teams feedback with a focus on student discourse.	If students participate in regular student discourse the percentage of students on grade level as measured by iReady Spring assessments will increase.



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Cycle 3: Outcomes

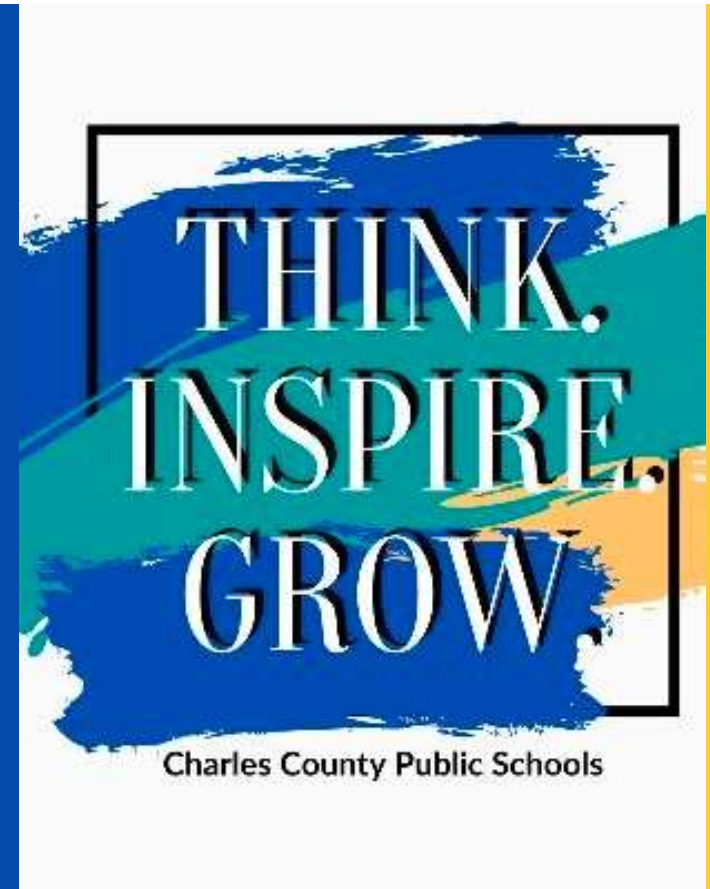
Cycle Areas of Growth	Cycle Celebrations

Next Steps

- Insert next steps based upon the findings

Charles County Public Schools Culture & Climate Cycle 1

Indian Head Elementary



Culture & Climate Overview

Data Overview

Strengths:

- 68 students account for 80% of all referrals/incidents. 22 of these students have a SST/504/IEP. Two of the students qualified for the Aspire program.
- 402 students have 1 or 0 referrals/incidents. The majority of our students are following the rules daily.

Needs:

- Decrease number of referrals for disruption. Disruption has the highest amount of office referrals with 91 major and 63 minor.
- A focus on Tier I instruction and implementation of core curriculum will help to support teachers with behavior management
- Monitoring of Move This World implementation to ensure all students are receiving the SEL they need.

Culture & Climate Area of Focus.

At Indian Head Elementary School, we are committed to fostering a positive and supportive school environment for our students. To enhance student engagement and build strong relationships, we will focus on consistently implementing strong Tier 1 instruction and the Move This World program. By empowering our staff to effectively connect with students, we aim to create a more harmonious and productive learning atmosphere where every child can thrive.

Smart Goal

Indian Head Elementary School will reduce the total number of referrals in the area of disruption from 33% to 23% by June 2025.

Action Steps

- | | |
|----------|--|
| 1 | Administrative presence and participation in Move This World at all grade levels. |
| 2 | Classroom teachers will review respect agreements. |
| 3 | Create a walkthrough schedule and form to include follow up reflection time. |

Culture & Climate Cycle 1: Outcomes

Cycle Areas of Growth	Cycle Celebrations
<p>In 2023 during the first quarter the percentage of violations for disruptions was 39.1%</p> <p>In 2024 during the first quarter the percentage of violations for disruptions was 31%</p> <p>The disruption percentage was reduced by 8.7%</p>	<p>The students that are causing the disruptions are chronic</p> <p>Disruptions in classrooms correlates with walkthrough data</p>

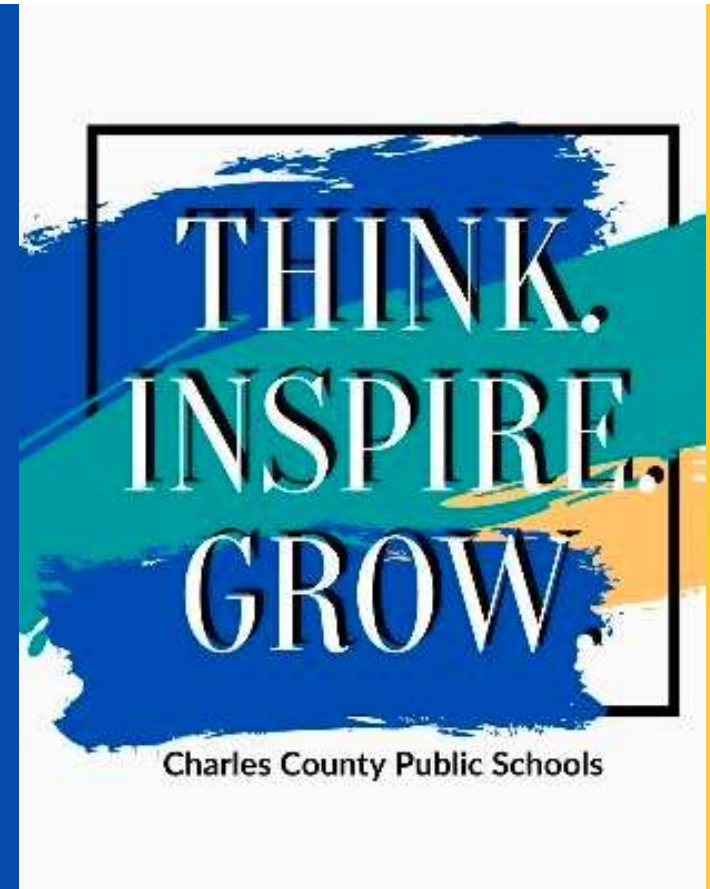
Next Steps

Implement an ISI/Detention room to provide consequence for students that cause chronic disruption to learning

Increase admin presence during MTW daily and throughout the day

Charles County Public Schools Culture & Climate Cycle 2

Indian Head Elementary
School



Culture & Climate Overview

Data Overview

Strengths:

- 68 students account for 80% of all referrals/incidents. 22 of these students have a SST/504/IEP. Two of the students qualified for the Aspire program.
- 402 students have 1 or 0 referrals/incidents. The majority of our students are following the rules daily.

Needs:

- Decrease number of referrals for disruption. Disruption has the highest amount of office referrals with 91 major and 63 minor.
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Smart Goal

Indian Head Elementary School will reduce the total number of referrals in the area of disruption from 33% to 23% by June 2025.

Action Steps

- 1 Administrative presence and participation in Move This World at all grade levels.**
- 2 Classroom teachers will conduct respect agreements after winter break.**
 -
- 3 Create and ISI/Detention room for students with chronic disruption.**

Culture & Climate Cycle 2: Outcomes

Cycle Areas of Growth	Cycle Celebrations
<ul style="list-style-type: none">• Referral percentage for disruption has reached 31.38% for the year.• The goal was to reduce this percentage to 23%	

Next Steps:

- Focused early dismissal SEL lessons
- Announcement Shout outs for top DOJO point earners weekly
- Put in place referral free incentives

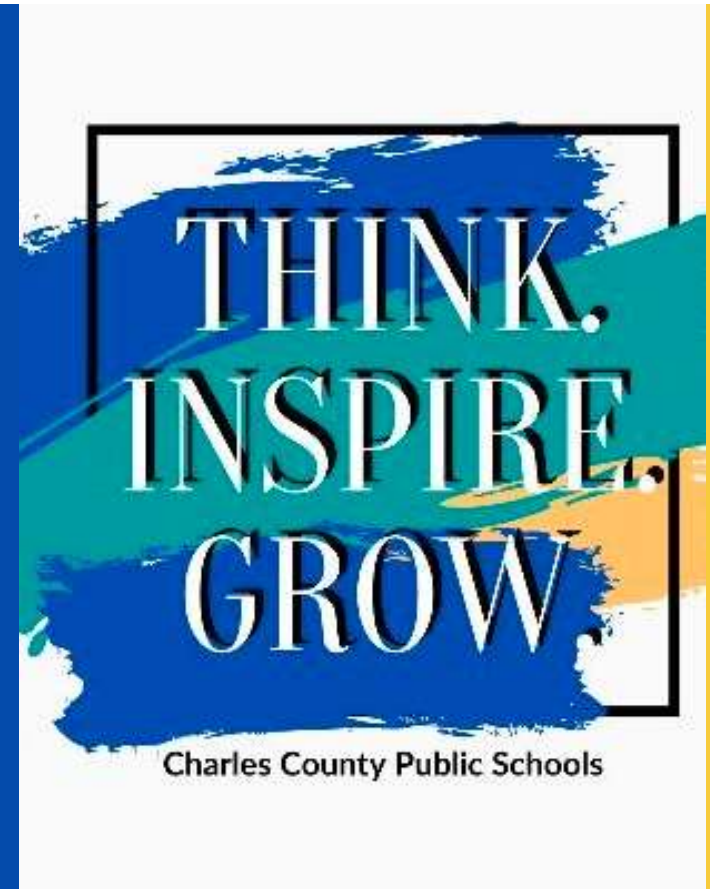


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Charles County Public Schools Culture & Climate Cycle 3

Indian Head Elementary
School



Culture & Climate Overview

Data Overview

Strengths:

- 68 students account for 80% of all referrals/incidents. 22 of these students have a SST/504/IEP. Two of the students qualified for the Aspire program.
- 402 students have 1 or 0 referrals/incidents. The majority of our students are following the rules daily.

Needs:

- Decrease number of referrals for disruption. Disruption has the highest amount of office referrals with 91 major and 63 minor.
- A focus on Tier I instruction and implementation of core curriculum will help to support teachers with behavior management
- Monitoring of Move This World implementation to ensure all students are receiving the SEL they need.

Culture & Climate Area of Focus.

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Smart Goal

Indian Head Elementary School will reduce the total number of referrals in the area of disruption from 33% to 23% by June 2025.

Action Steps

- 1 **Focused early dismissal SEL lessons**
- 2 **Announcement Shout outs for top DOJO point earners weekly**
- 3 **Put in place referral free incentives**

Culture & Climate Cycle 3: Outcomes

Cycle Areas of Growth	Cycle Celebrations

Next Steps

- Insert next steps based upon the findings

THANK
YOU FOR
REVIEWING
OUR PLAN!



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