

# School Improvement Plan At-A-Glance

Francis Howell School District  
2025-2026



## Hackmann Early Childhood

# 1

Teaching  
&  
Learning

**Increase scores in the area of literacy priority standards, phonemic awareness (rhyme) and book knowledge.**

- Teachers will create quarterly formative assessments to be given to students in the areas of book knowledge and phonemic awareness.
- Teachers will implement short, daily mini-lessons (5–10 minutes) focused on rhyming and book handling.
- Teachers will review growth data during monthly PLCs (Professional Learning Communities), share phonemic awareness strategies, and share student successes and strategies that are working.
- Teachers will use a shared assessment tool to evaluate student progress on rhyme recognition and book knowledge every 9 weeks, then review results collaboratively.
- Staff will communicate academic expectations and progress with families in relation to ELA goals.

**Increase score in the area of mathematical priority standards, rote counting and making groups.**

- Teachers will increase exposure to numbers through a variety of learning activities in the classroom and incorporate quick daily routines that emphasize rote counting and making groups with real objects.
- Staff will review student math data in monthly team meetings, highlight effective strategies, and plan next steps to ensure continuous growth toward the goal.
- PLC's will continue to expand common formative assessments in the area of math.
- Staff will assess rote counting and grouping skills every 9 weeks using a shared tool, then analyze results together to identify trends and student needs.
- Staff will send home math games/activities and communicate academic expectations and progress with families in relation to math goals.

**The PLC team at Hackmann will create and consistently use a shared assessment binder or google folder to collect, organize, and reflect on common formative assessment data.**

- The PLC team will determine what priority skills to track and design simple, visual data collection tools to include in the binder.
- Each teacher will add student observations and assessment notes at a consistent time each week.
- Collected data will be used as a tool during all PLC meetings to help guide discussion about student progress, areas of need, and next steps for instruction.

# 2

## Culture & Climate

### **The staff at Hackmann will prepare students so they are socially and emotionally ready for Kindergarten.**

- Staff will implement Zones of Regulation and Second-Step Emotional resources with fidelity and provide ongoing classroom support to staff.
- Staff will provide pictures, emotion charts, and short social stories to help children understand and practice expected behavior with peers.
- Staff will communicate behavior expectations to students and provide families with information on using the Zones of Regulation in the home and school environment.
- Kid Talk Meetings will be held bi-weekly to support all students' social and emotional needs.
- Crisis calls will be tiered into 3 categories based on the level of support needed.

### **Hackmann Early Childhood will strengthen relationships within the classroom , and between the home and school settings by offering a variety of engagement opportunities.**

- Families will be surveyed on specific needs that might hinder participation. As a team, offer supports to those barriers, (interpreters, transportation, childcare, etc..)
- Staff will share simple, no-cost ideas with families that support classroom learning at home.
- Staff will share photos, student work, or thank-you notes from families to highlight and celebrate their involvement throughout the year.
- Provide multiple ways for families to engage: in-person, virtual (like Zoom storytime), and take-home kits. Offer materials in families' home languages when possible
- Send out a mid-year family survey or use informal check-ins to learn what events or formats are most helpful, then adjust future activities to meet their needs.