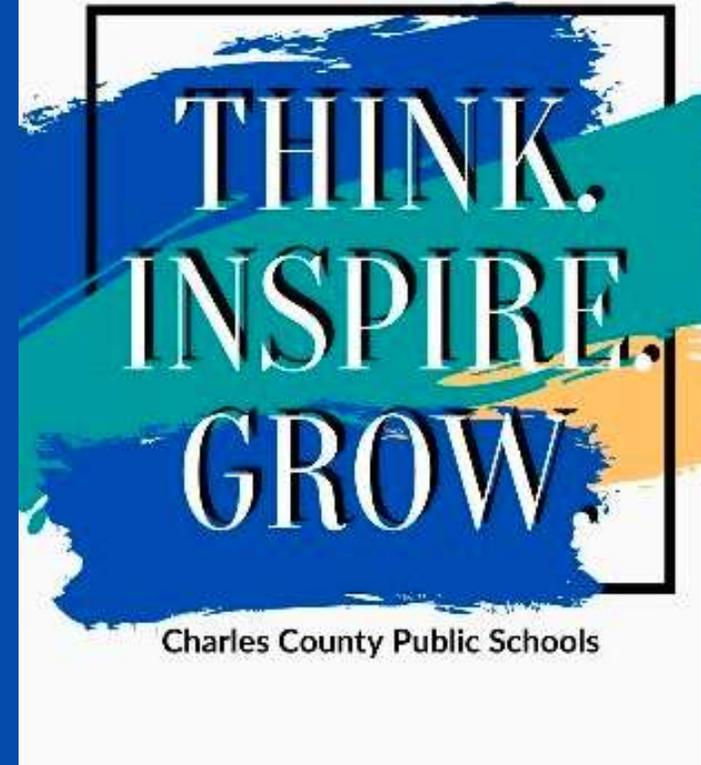


Charles County  
Public Schools  
School Improvement Plan  
Cycle 1

Walter J. Mitchell  
Elementary School

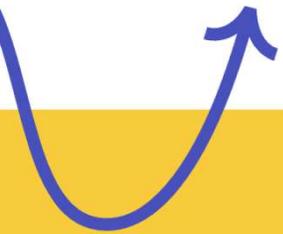


# Walter J. is PAWsome...



# 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.



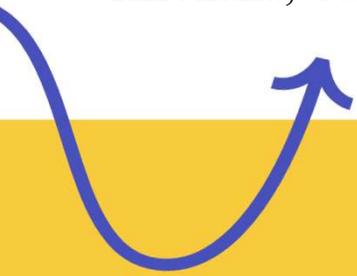
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# Why Continuous School Improvement

**Continuous improvement is based upon three core principles:**

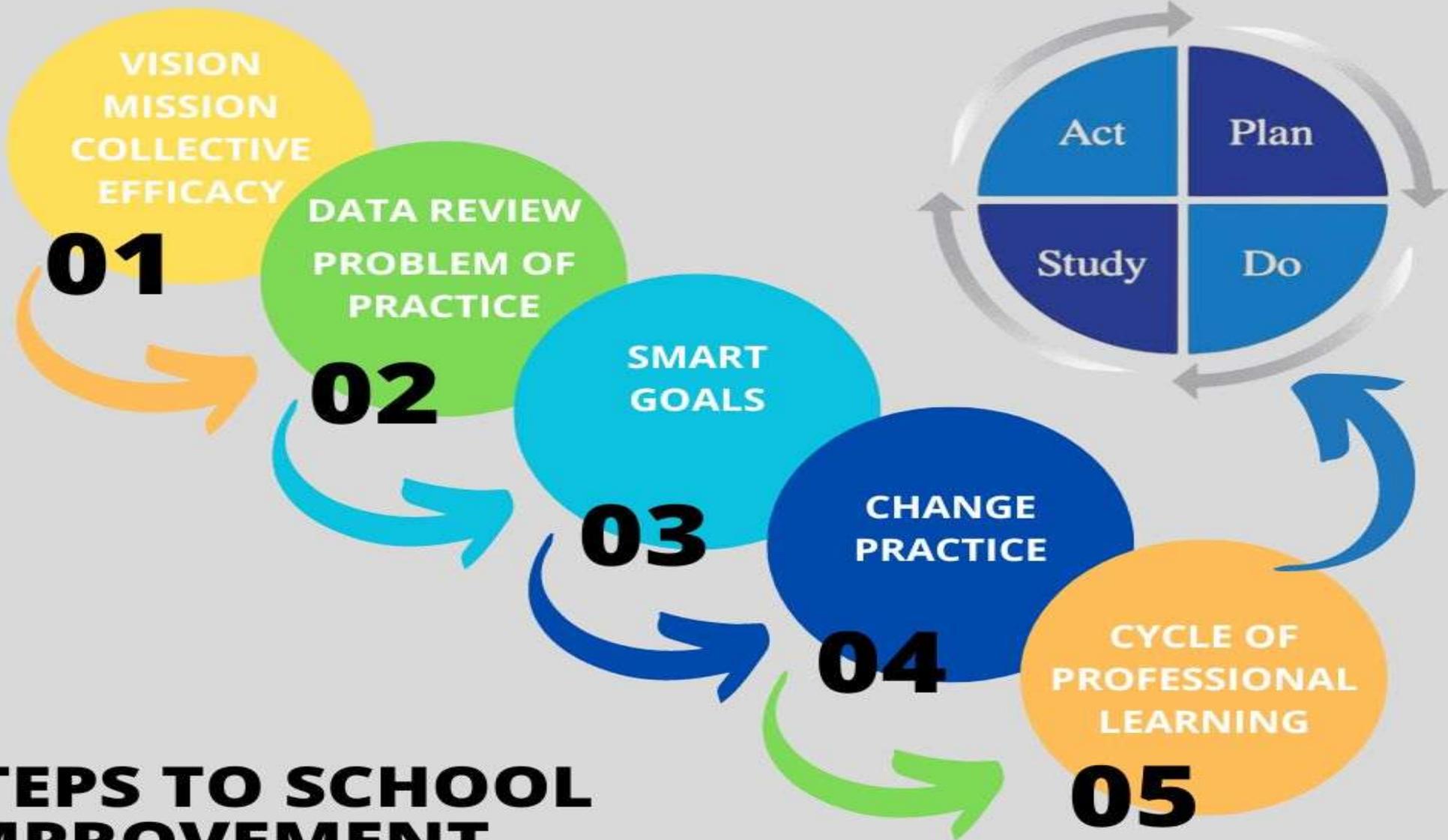
- ✓ Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
- ✓ Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
- ✓ Focusing on a series of small changes, combined with ongoing evidence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

**Vision:** It is the vision of Walter J. Mitchell Elementary School 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:** At Walter J. Mitchell Elementary School, we believe in the power of collaboration and the unwavering potential of every student. Through the continuous school improvement process, we are committed to creating a school culture grounded in the shared belief that 100% of our students can succeed and grow—regardless of any learning obstacles they may face. United in purpose, we will cultivate an environment where Bulldogs are empowered to unleash their full potential and thrive. At Mitchell, Bulldogs take small steps to make a big impact—every day, in every way.



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# Area of Focus

## Area of Focus Statement:

Dear Parents and Guardians,

We are excited to share our continued commitment to supporting student success in English Language Arts (ELA) and Mathematics. Our goal is to help all students reach and exceed state proficiency levels by providing high-quality instruction every day.

To achieve this, we are focusing on:

- **Well-designed lessons** that engage students and promote deep understanding.
- **Differentiated instruction** that meets the diverse learning needs of all students.
- **Consistent implementation of standards-aligned instruction** to ensure clarity, rigor, and academic growth.

By prioritizing these instructional practices, we aim to create a learning environment where every child can thrive and feel confident in their academic journey. With your continued partnership, we believe our students will make meaningful progress and reach their full potential.

Thank you for your ongoing support in your child's education.

Sincerely,

Walter J. Mitchell Elementary School

# Data Summary

English Language Arts Data Overview	Mathematics Data Overview
MCAP: 3rd Grade: 47.8% proficient or distinguished	MCAP: 3rd Grade: 47% proficient or distinguished
4th Grade: 47.8% proficient or distinguished	4th Grade: 40% proficient or distinguished
5th Grade: 44.2% proficient or distinguished	5th Grade: 36% proficient or distinguished



## 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 55% to 59% by June 2026.

### **Mathematics Smart Goal:**

Mitchell Elementary School will increase the number of students meeting or exceeding proficiency on the MCAP Math assessment from 41% to 46% by June 2026.



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# Cycle 1: Change Practice & Cycle of Professional Learning

## **Change Practice:**

Collaborative planning with a focus on standard-aligned instruction.

## **Cycle of Professional Learning # 1 Overview**

Teachers will participate in the following:

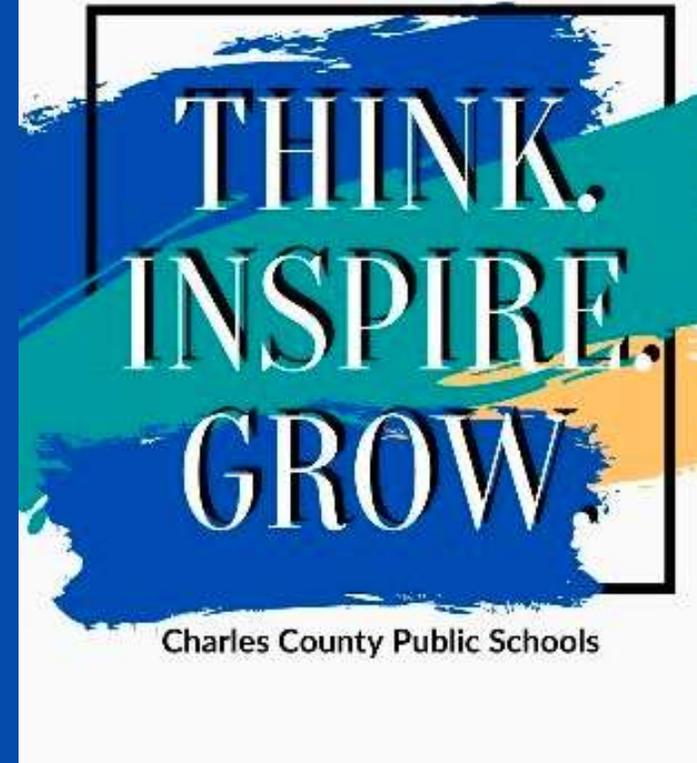
- ✓ Unpacking standards
- ✓ Analyzing data
- ✓ Data dives
- ✓ Professional learning experiences to deepen academic discourse competency

## Cycle 1: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
Drilling down/unpacking components of standards to develop learning goals and success criteria.	Discussions about what is being learned and what success looks like
Planning and delivery of instruction connected to standards	Accurately completing assignments aligned to the curriculum
Scaffolded instruction and differentiation of lessons	Correctly using resources/materials/tools to complete assignments

Charles County  
Public Schools  
Culture & Climate Cycle 1

Walter J. Mitchell  
Elementary School



## Culture & Climate Overview

### Data Overview

- There were 334 referrals for the 2024– 2025 school year (180 Minor and 154 Major)
- Areas of concern that need to be addressed are major/minor physical attack on student and aggression
- 71 minor physical attack on student referrals and 48 major physical attack on student referrals
- 60 minor disruption referrals and 73 major disruption referrals

### Culture & Climate Area of Focus

Fostering strong relationships between staff and students is a key strategy for decreasing disciplinary incidents.

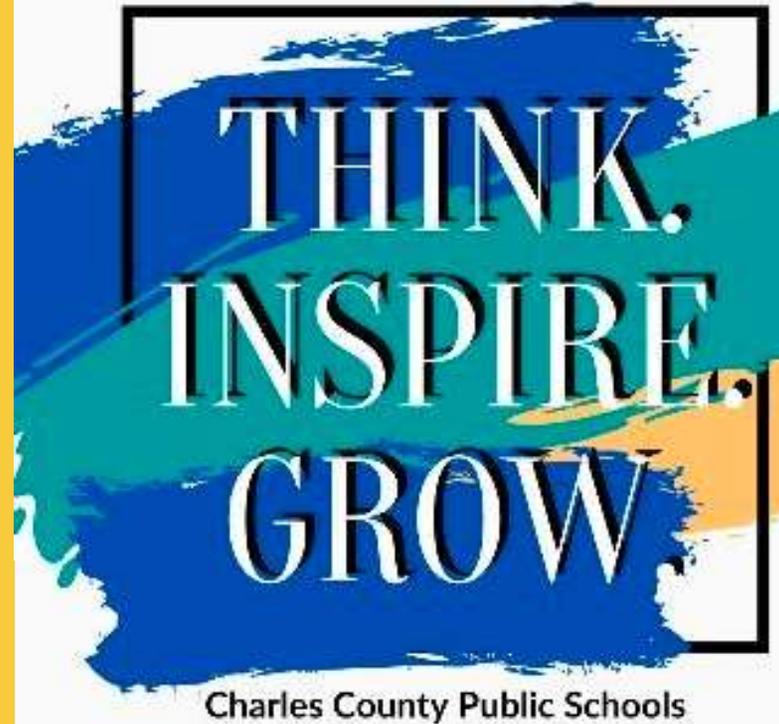
### Smart Goal

Mitchell will reduce the number of major/minor disruption referrals from 40% to 30% by June 2026.

## Action Steps

- 1 Professional Development on Positive Behavioral Interventions and Supports including the referral process
- 2 Professional Development on Social Emotional Learning visuals/strategies
- 3 Professional Development on Parent Communication

THANK  
YOU FOR  
REVIEWING  
OUR PLAN!



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