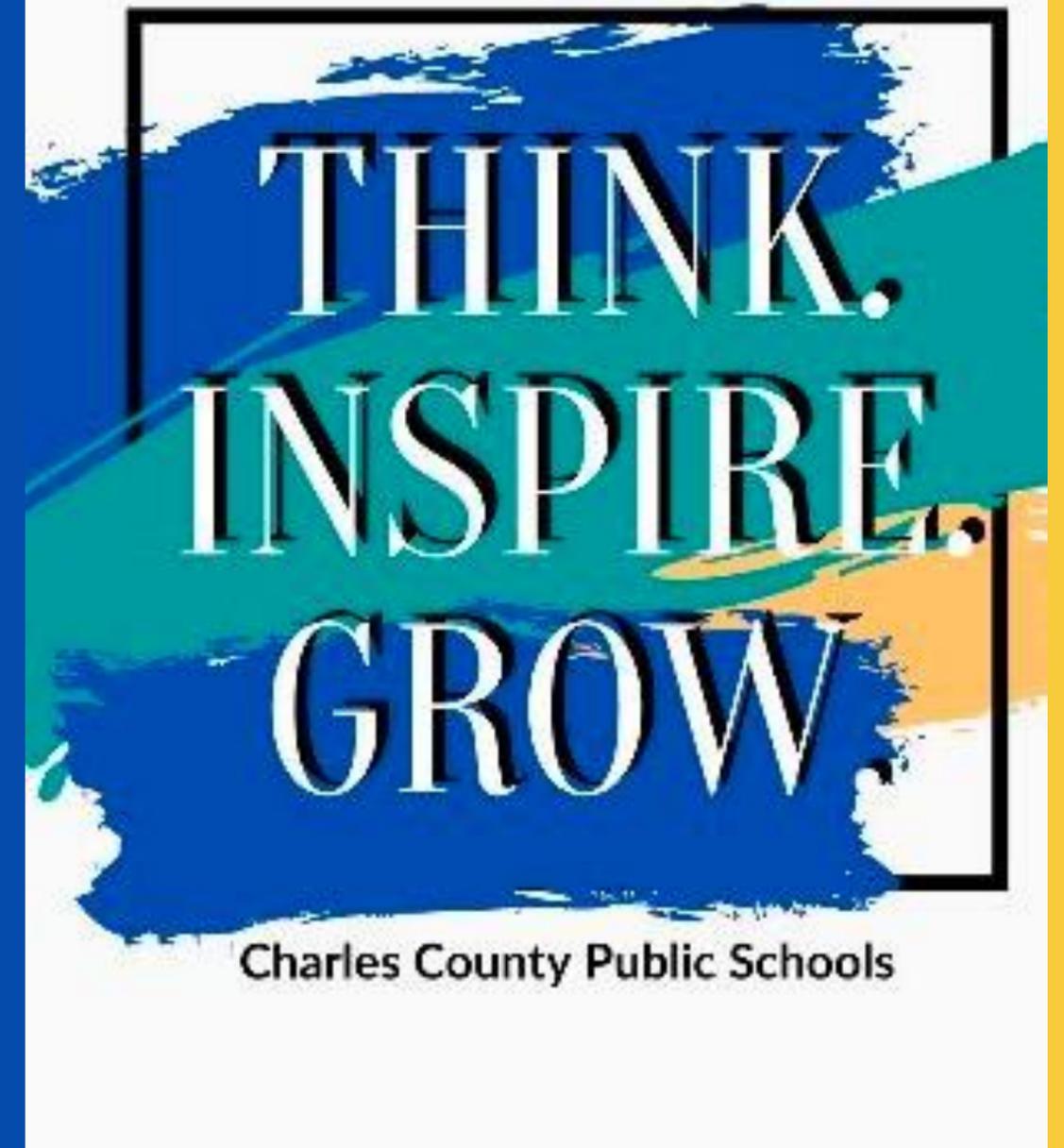


Charles County  
Public Schools  
School Improvement Plan  
Cycle 1

Dr. James Craik  
Elementary



# Place a catchy heading here ...

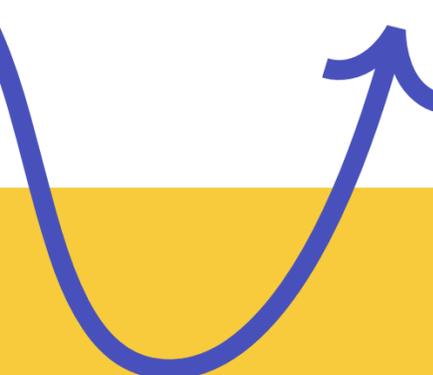
- This year at Dr. James Craik Elementary School, our students have returned with enthusiasm, curiosity, and a readiness to learn. Classrooms are buzzing with positive energy as teachers and staff create engaging, inclusive learning environments that inspire excellence and creativity.
- This year, we have welcomed several new staff members who bring fresh ideas and a deep commitment to our school community. Our first few weeks have been filled with smiles, teamwork, and school spirit—from successful orientation days to community-building activities that help every student feel a sense of belonging.

We're especially proud of our families' involvement and the continued partnership that makes Dr. James Craik Elementary such a special place to learn and grow. Together, we are off to a fantastic start, and we look forward to a year filled with growth, achievement, and joy.



# Why Continuous School Improvement

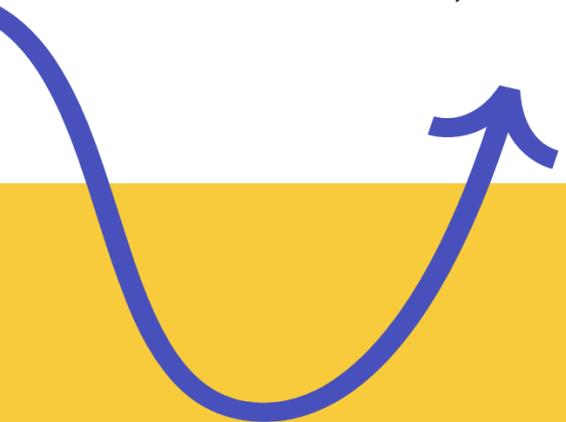
- ✓ School Improvement is the blueprint schools use to guide decision – making to impact important markers of successful schools - student achievement, absenteeism, teacher retention and development, school climate and culture, parental involvement, resource allocations, and systems and structures (Grissom, 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.



# Why Continuous School Improvement

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

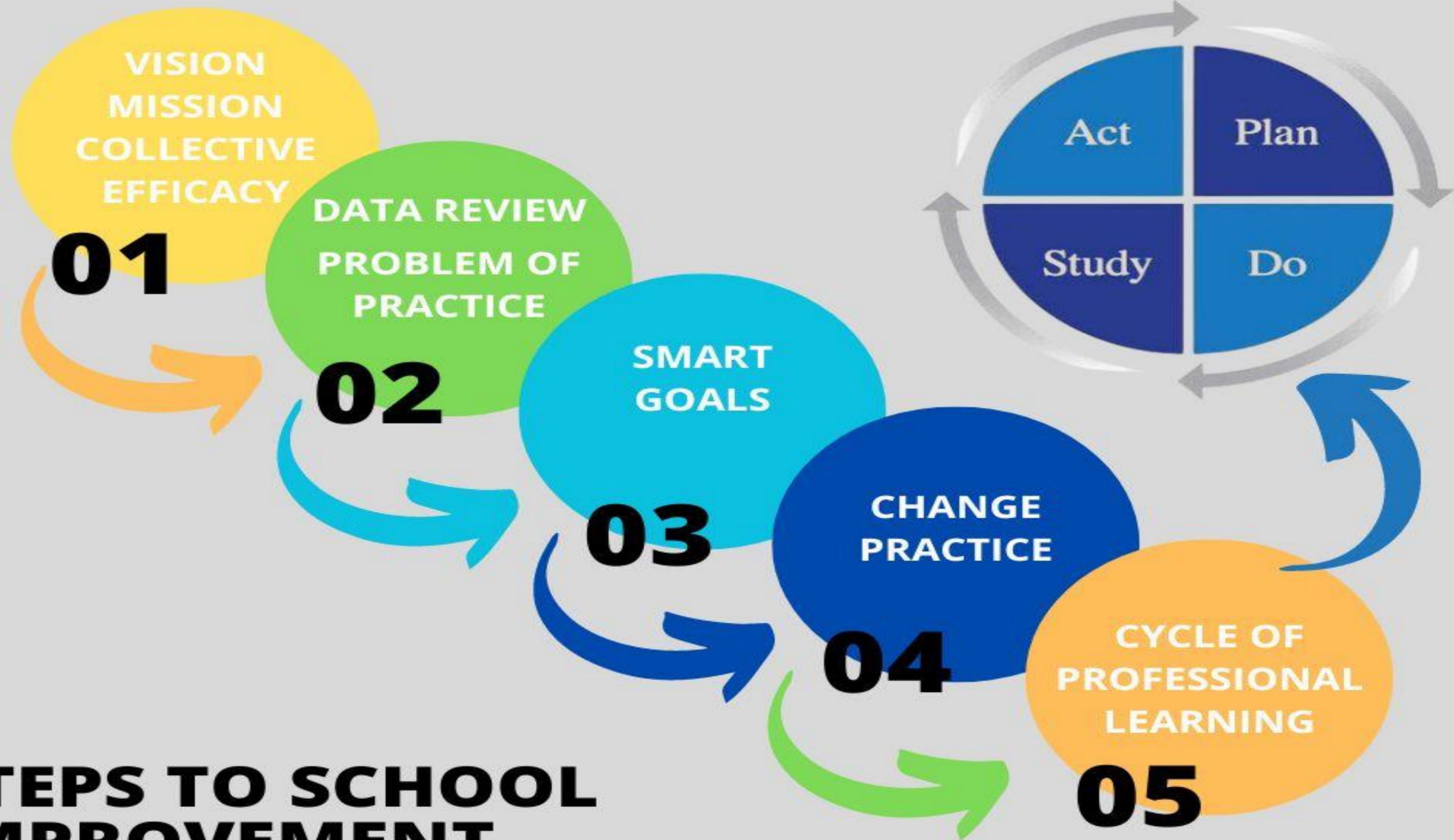
- ✓ Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
- ✓ Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
- ✓ Focusing on a series of small changes, combined with ongoing evidence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



# Insert School Name

## Vision, Mission, Collective Efficacy Statements

**Vision:** Our vision is to inspire a passion for life-long learning through innovative activities that promote critical thinking and problem solving to empower students to be productive citizens in an ever-changing global society.

**Mission:** The mission of Dr. James Craik Elementary School is to ensure all students receive a superior education in a safe and supportive learning environment that prepares them to be responsible and productive citizens.

**Collective Efficacy Statement:** Dr. James Craik will create a school culture focused on growth mindset through consistent collaboration and celebrating growth. Together, we will identify our areas of strengths and growth, work collaboratively to plan, implement, and monitor our efforts, celebrate our school, and leave no one behind. We will utilize staff strengths and appreciate what everyone has to offer.



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# Area of Focus

Dear Parents and Guardians,

At Dr. James Craik Elementary School, we are dedicated to ensuring that every student thrives as a reader, writer, and mathematician. This year, our focus is on strengthening students' comprehension and problem-solving skills through well-designed, standards-aligned lessons and engaging instruction that meets the needs of all learners.

By providing differentiated instruction and high-quality learning experiences, we aim to challenge and support every student at their individual level. Our goal is to create classrooms where students are active participants in their learning—developing the confidence, curiosity, and critical thinking skills needed for lifelong success.

By prioritizing these areas, we aim to create an inclusive and effective learning environment where every student can thrive. We believe that with your support, we can help our students reach their full potential.

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

Sincerely,

Dr. James Craik Elementary

# Data Summary

English Language Arts Data Overview	Mathematics Data Overview
i-Ready 2024-2025 Spring Reading Proficiency	i-Ready 2024-2025 Spring Math Proficiency
1 <sup>st</sup> Grade: 48% 2 <sup>nd</sup> Grade: 38% 3 <sup>rd</sup> Grade: 25% 4 <sup>th</sup> Grade: 30% 5 <sup>th</sup> Grade: 38%	1 <sup>st</sup> Grade: 24% 2 <sup>nd</sup> Grade: 37% 3 <sup>rd</sup> Grade: 28% 4 <sup>th</sup> Grade: 46% 5 <sup>th</sup> Grade: 35%
MCAP 2024-2025	MCAP 2024-2025
3 <sup>rd</sup> Grade Proficiency 47% 4 <sup>th</sup> Grade Proficiency 62% 5 <sup>th</sup> Grade Proficiency 58%	3 <sup>rd</sup> Grade Proficiency 40% 4 <sup>th</sup> Grade Proficiency 36% 5 <sup>th</sup> Grade Proficiency 43%



# School Problem of Practice & Smart Goals

## ELA Smart Goal

- Dr. James Craik Elementary will increase the number of students meeting or exceeding proficiency on the MCAP ELA from 57% to 62% by June 2026.

## Mathematics Smart Goal

- Dr. James Craik Elementary will increase the number of students meeting or exceeding proficiency on the MCAP Mathematics assessment from 43% to 48% by June 2026.



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# Cycle 1: Change Practice & Cycle of Professional Learning

## Change Practice

The change practice directly supports the goals of the professional learning cycle by:

- **Planning:** Encouraging intention lesson design that incorporates student-centered engagement strategies and higher-order questioning.
- **Implementation:** Supporting teachers in applying these strategies consistently in the classroom through modeling, coaching, and collaborative planning.
- **Monitoring:** Using reflection tools, walkthroughs, and student data to assess the effectiveness of instructional changes and guide ongoing improvement.

## Cycle of Professional Learning # 1 Overview

- Engagement Strategies Training
- Questioning Techniques Workshops
- Reflective Practice Development
- Data-Driven Instruction



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# Cycle 1: Anticipated Outcomes

## Anticipated Outcomes (Educators)

As a result of implementing engagement strategies, purposeful questioning techniques, and structured reflection practices, educators are expected to demonstrate a measurable shift toward more student-centered instruction. This change in adult practice will be evident through increased use of active learning methods that promote student participation, the integration of higher-order questioning to deepen student thinking, and regular self-assessment of instructional effectiveness.

## Anticipated Outcomes (Students)

As a result of implementing engagement strategies, purposeful questioning, and structured reflection practices, students are expected to demonstrate increased levels of active participation, critical thinking, and self-awareness in their learning. These changes in student learning will be measured through observable improvements in classroom discussions, the quality of student responses to higher-order questions, and the depth of student reflections on their own learning processes. Over time, students will show greater ownership of their learning, improved ability to articulate their thinking, and enhanced academic performance, as evidenced by formative assessments, student work samples, and reflection. This outcome reflects a shift from passive learning to a more interactive, thoughtful, and reflective learning environment.



# Cycle 1: Outcomes

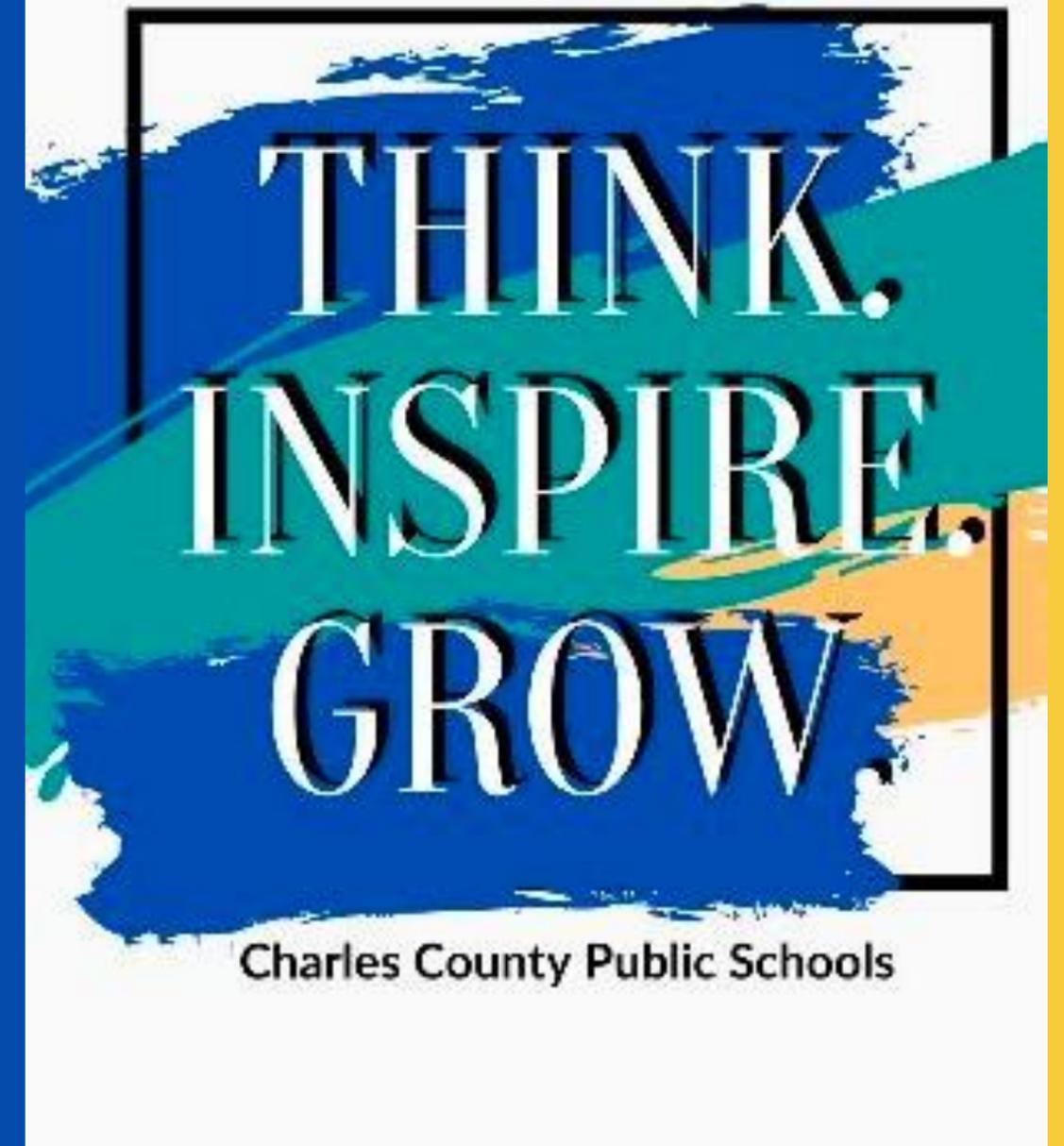
Cycle Areas of Growth	Cycle Celebrations

## Next Steps

- Insert next steps based upon the findings ....

Charles County  
Public Schools  
Culture & Climate Cycle 1

Dr. James Craik  
Elementary



# Culture & Climate Overview

## Data Overview

88 students or 16% were chronically absent compared in SY 24-25 to 100 students or 20% in SY 23-24. One special education student acquired 118.5 absences. One McKinney-Vento student missed 92 days of school.

56 students had medical notes that contributed to their absenteeism. Without the medical documentation, these students would have been under the threshold for chronic absences.

Majority of our students that are identified as chronically absent are students with legitimate medical concerns.

## Culture & Climate Area of Focus

At Dr. James Craik Elementary School, we believe that consistent attendance is essential to every child's academic and social success. While we've made progress in reducing chronic absenteeism from last year, we continue to see that many of our absences are connected to medical and family challenges that impact our students' ability to attend school regularly.

Our focus on attendance reflects our commitment to ensuring all students have the support they need to learn, grow, and thrive each day. By working together with families, healthcare providers, and community partners, we aim to remove barriers, promote wellness, and help every student maintain strong, consistent engagement in school.

## Smart Goal

By June 2026, the percentage of students in grades Pre-K–5 who are chronically absent (defined as 20 or more days absent) will decrease from 16% to 11% through the implementation of consistent attendance monitoring, increased family outreach, and strategies to strengthen student engagement in school.

# Action Steps

1 Classroom teachers will contact families when students are absent.

2 Parent communication will be consistently documented in Synergy.

3 Parent meetings with students that were chronically absent in SY 24-25 will occur.

4 Create attendance contracts with last year's chronically absent students, if they do not attend meeting.

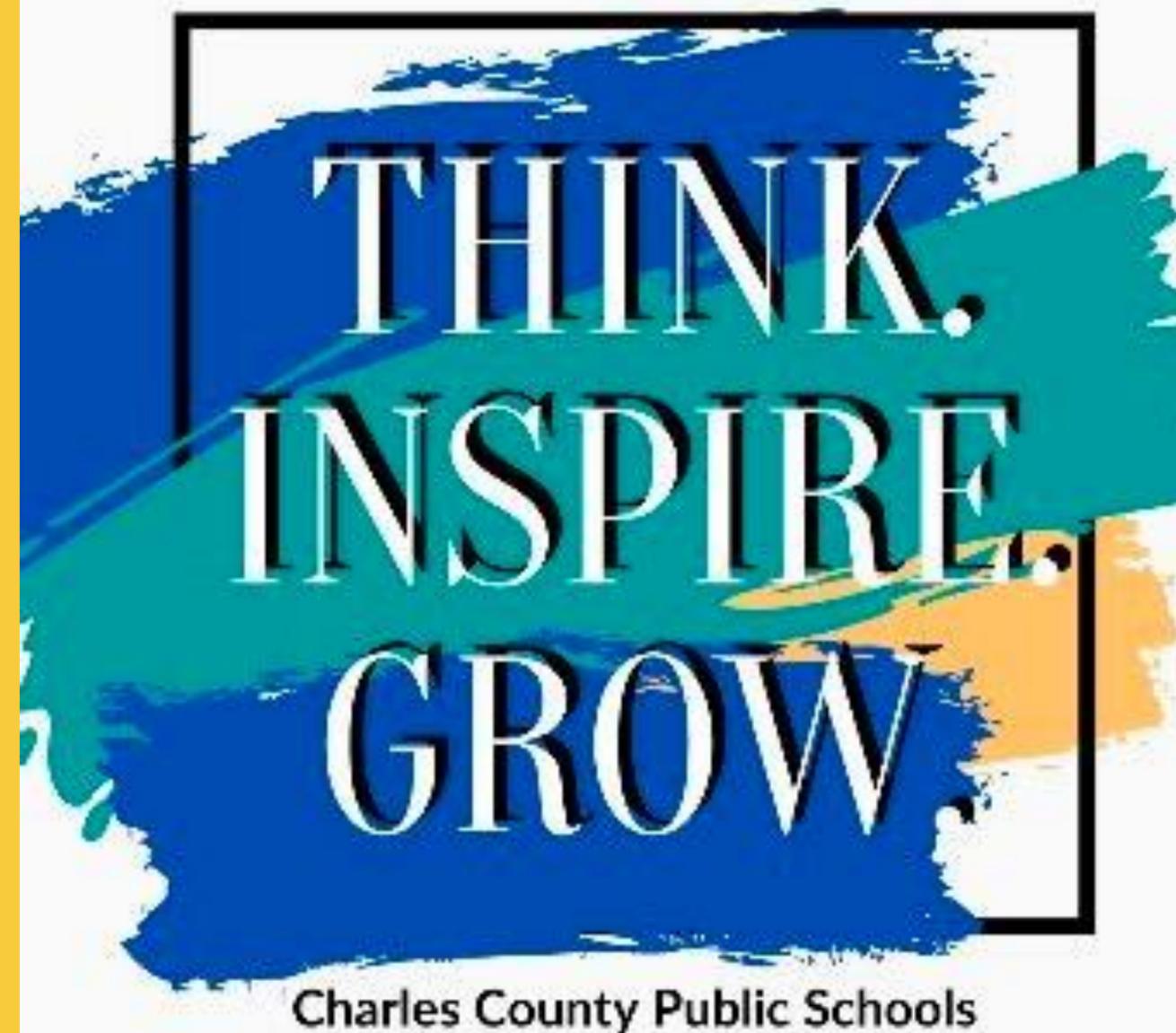
# Culture & Climate Cycle 1: Outcomes

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!