



## Charlton Elementary School Improvement Plan 2025-2028

This plan was created with the help of our CES School Council. The following individuals made up our council:

Jennifer Houghton  
Holly Provost  
Gianna Gentilucci  
Felisha Martin  
Madison Prescott  
Anthony Aube

### **Mission Statement**

Charlton Elementary School is committed to educational excellence and the success of every student. In order to ensure the social-emotional, physical and intellectual development of all children, we will provide a creative and nurturing environment.



## SIP Goal #1: **Academic Excellence**

**Objective:** Enhance student academic outcomes by strengthening instructional practices through targeted professional development, data-driven decision-making, collaborative planning, and the integration of engaging, developmentally appropriate instructional strategies.

Action Step	Person Responsible	Measure for Success	Timeline
Provide professional development in literacy and math	Assistant Superintendent, Principal	Attendance logs, feedback, improved student outcomes	Yearly (Fall/Spring)
Use data to inform instruction	Teachers, Principal	Assessment data, meeting notes	Every 6–8 weeks
Strengthen PLC collaboration and planning	Principal, Grade-Level Teams	PLC agendas, intervention forms	Bi-weekly
Integrate play-based centers with academics	Teachers, SPED Coordinators	Observation checklists, student engagement	Ongoing

## SIP Goal #2: **Wellness and Belonging**

**Objective:** Foster a safe, inclusive, and supportive school environment that promotes student well-being and belonging through intentional classroom practices, staff training, and implementation of social-emotional learning strategies.

Action Step	Person Responsible	Measure for Success	Timeline
Create inclusive and welcoming classrooms	Teachers, Principal	Walkthrough feedback, family/student surveys	Annually (reviewed quarterly)
Train staff in trauma-informed and culturally responsive practices	Assistant Superintendent, Principal	Training completion, climate data	Annually
Implement SEL curriculum (e.g., Zones of Regulation)	Counselor, Teachers	Student SEL assessment, implementation logs	Weekly lessons
Build calming corners and sensory areas	Teachers, Support Staff	Usage logs, classroom walkthroughs	By end of each school year
Teach weekly SEL lessons	Teachers, Adjustment Counselor	Lesson schedules, behavior tracking	Weekly

### SIP Goal #3: **Operational Effectiveness**

**Objective:** Improve school operations and resource management by leveraging data-driven decision-making, ensuring efficient use of staffing and resources, and maintaining safe, functional, and future-ready facilities.

Action Step	Person Responsible	Measure for Success	Timeline
Establish school data team	Principal, Grade-Level Leads	Team rosters, meeting agendas	By Fall 2025
Conduct regular data review cycles	Principal, Counselor, Teams	Adjusted interventions, action plans	Every 6–8 weeks
Use data for staffing/resource decisions	Principal, SPED Coordinator	Alignment of resources to needs	Quarterly
Conduct annual facilities and tech audit	Principal, Custodian, IT	Audit report, maintenance logs	Every Spring
Develop long-term facility improvement plan	District Leadership, Principal	Published facilities plan	By Spring 2026, reviewed annually